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MORTGAGE REVENUE BONDS

● Mr. BAYH. Mr. President, I am joining others in cosponsoring S. 2064 which would provide that interest on certain mortgage revenue bonds would be exempt from Federal income tax. What this bill really does is to lift the cloud on tax-exempt housing bonds which has existed since the introduction of H.R. 5741 in the House. That House bill severely restricts the use of tax-exempt bonds for financing single-family residential mortgages and has caused great harm to the housing industry.

The bill which passed the House basically cuts off all tax-exempt financing after 2 years. It limits to $150 million the amounts of tax-exempt bonds which can be issued by each State which did not take action before April 24, 1979. Indiana is a State whose State housing agency was set up early in 1979 before the cutoff date in the House bill. However, the cutoff date now prevents issuance of more than $150 million because the Indiana State Housing Agency has been under cloud of a law suit which prevents issuance of bonds until the Indiana supreme court upheld its constitutionality earlier this month.

The bill which I am cosponsoring contains none of these hinderances and injustices, but it does target the housing to low- and middle-income families. Under our bill, tax-exempt status would be provided for bonds issued by a State housing authority. The law passed by the Indiana General Assembly directs the proceeds of State housing agency bonds toward persons and families of low and moderate income.

Under our bill, tax-exempt status would also be provided for bonds issued by a qualified local housing agency for families with incomes that do not exceed 120 percent of the median family income if over half of the proceeds are available to families whose income does not exceed the area median income. Finally, exempt status would be given to bonds which are used in connection with housing assistance, redevelopment, or revitalization programs with respect to which a contribution is made from a Federal grant equal to at least 5 percent of the single family housing proceeds from the bonds.

The bill I am sponsoring has no 2-year cutoff. It is a continuing program. It does not have transition rules which exclude the State of Indiana. It does not have a $150 million limit for those that do not qualify under transition rules. It is a broad-based, equitable program directed toward low- and middle-income single family housing.

At a time when housing starts are headed downward toward only 1 million this year, I think there is a special need to encourage, rather than discourage, the use of tax-exempt mortgage revenue bonds to stimulate the housing industry. It is particularly imperative that any limitations on the amount of tax exempt bond authority be removed while housing starts remain below an average of 1.6 million starts per year. Tax-exempt bonds may have a special role to play in providing protection against cyclical drops in the level of housing starts.

I would like to see this bill move. The homebuilders in my State believe that this is one of the quickest ways action can be taken to help the housing industry. Although not perfect, this bill offers a clear alternative to the restrictive approach taken in the House of Representatives. By joining in cosponsoring of this bill, I hope to encourage speedy action on it.●

THE TRINITY SQUARE REPERTORY COMPANY

● Mr. PELL. Mr. President, it is a distinct pleasure for me to note the opening at the Kennedy Center of Rhode Island's Trinity Square Repertory Co. This fine theater company, certainly one of the leading regional repertory companies in the country, will begin an engagement on May 14 at the John F. Kennedy Center for the Performing Arts and run through June 7.

The company will present "Sea Marks" by playwright and author Gardner McKay. It will feature veteran Trinity performers, Timothy Crowe and Mina Manente, as an Irish fisherman and a Welsh woman who correspond and ultimately fall in love. It is a touching and poetic love story which has been delighting Rhode Island audiences since it opened earlier this year at the Lederer Theater, Trinity's home in downtown Providence.

Over the past 16 years, Trinity Square Repertory Co., under the inspired leadership of its founder and continuing artistic director Adrian Hall, has offered professional theater of the highest quality to the people of my home State of Rhode Island. I am also proud that we in Rhode Island have been able to share Trinity's exceptional talents and outstanding achievements through its visits to cities such as New York, Philadelphia, Cincinnati, Boston, Phoenix, and Edinburgh, Scotland.

Trinity is a professional theater of considerable national stature and significant accomplishment, and we are indeed fortunate to have them at the Eisenhower Theater.●

WORLDWIDE STATUS OF WOMEN

● Mr. PERCY. Mr. President, former Secretary Cyrus Vance sent an important message to all U.S. posts overseas on April 1 which I would like to share with my Senate colleagues. His message summarizes reports he received from American Embassies around the world on ways in which the United States could be more effective in improving the status and rights of women worldwide.

Secretary Vance had a professional and personal commitment to furthering women's rights. He was the only Secretary of State to receive the Women's Action Organization award for his efforts. His longsighted view and his purposeful actions as Secretary will be one of the many reasons we will miss him. We know that Secretary MUSKIE also has a deep commitment to equal rights for women and we can count on him to continue Secretary Vance's efforts and develop new initiatives during his administration of the Department of State.

I ask that the April 1, 1980, message from former Secretary Vance to all American posts overseas be printed in the RECORD.

The message follows:

WORLDWIDE STATUS AND RIGHTS OF WOMEN—MESSAGE FROM SECRETARY VANCE

I deeply appreciate the response of posts to joint CIRTEL State/AID/ICA Peace Corps 138588 on ways to advance the status of women as an integral element of U.S. Foreign Policy. Nearly 90 percent of posts responded with thoughtful and valuable proposals which we have summarized below.

Posts submitted some 150 examples of ways they have already found to encourage host countries to recognize the rights and advance the status of women. These examples are particularly useful and timely in view of the second World Conference on the Decade for Women, scheduled for July 1980 in Copenhagen, to which each U.N. member nation will send a delegation to present its own national agenda. The preparations for the Conference now underway in each country offer us an opportunity to raise the question of the local status of women.

I recognize that what we do in the United States is crucial to what we can do or advocate abroad. I also recognize that the status of women is a highly sensitive issue in many countries. Furthermore, there may arise or now exist extraordinary circumstances, such as marked political instability or anti-U.S. sentiment, when an active pursuit of enhanced women's rights by the country team is not appropriate.

Recognizing these limits, there is still a wide range of opportunities for discussion, action and country team planning. I look to you to assure personally that your staff and relevant members of your mission consider these proposals in Embassy activities and in preparing country programs.

A Summary of general conclusions of post responses.

1. In most countries there has been at least modest and, for some, considerable progress over the last decade in advancing the rights and status of women. These rights are now widely recognized under law and by internationally approved instruments. More women are being educated and are coming to occupy more positions of influence, especially in the professions and Government. New Government (or private) machinery has been established in many countries to address women's interests and responsibilities.

2. However, the implementation and enforcement of laws extending human rights to women are generally lax. In many countries, the laws themselves fail to provide women with equal civil, political and economic rights, such as those involving property, divorce, and inheritance. Inequitable rates of pay for the same work are universal, even in highly developed countries. Women everywhere predominate in menial or lower status jobs. Women are generally underrepresented in such powerful bodies as labor organizations, as well as cabinets, parliaments, national councils, the higher courts and large business. Even in highly modernized Western countries, traditions of male dominance persist. Rural conservatism and even conservatism of the women themselves in many countries perpetuate unjust conditions and make progress painfully slow. These attitudes are not easily eradicated, yet forces for change are reported at work almost everywhere.

3. The process of modernization, however, often affects women in adverse ways. In many LDC's women—particularly the low-income and rural women—are the primary victims of pervasive unemployment, urban migration, rapidly advancing technology,

overpopulation, and the widening gap between the educated and the illiterate poor. As Embassy Ankara writes, "Pressures associated with the rapid shift to urban society have been especially acute for rural women . . . while the rise of urban middle- and upper-class women has masked their problems." The consensus is that it will take the constant, informed attention and support of host governments and citizens, or international and private organizations, to insure that women share equally in the benefits and not just the burdens of development and modernization.

4. A significant number of U.S. Missions have made sustained efforts to advance women's status. Our joint CIRTEL has strengthened their positions and has sparked, renewed interest in, and generally advanced the concept of, equality for women. As presented here, the number and quality of examples of success from posts and post proposals for U.S. action should reinforce work underway and stimulate new efforts. We expect and hope that many of these initiatives will become standard practice and a foundation for policy in missions generally.

5. The following proposals and examples for Embassy action can be applied, without additional funding, by most posts, wherever located (Section B). Additional proposals for developing countries are detailed separately (Section C).

B. Embassy examples/proposals for diplomatic ways to encourage host countries to advance the status of women.

1. Put "our own house in order," specifically, put more women officers in visible, responsible positions at U.S. embassies. As Embassy Abidjan notes: "We must first demonstrate that we have confidence in our own women officer. When host countries see a higher percentage of women in decision-making positions in our embassies abroad not only are they likely to imitate us, but we ourselves will stand on stronger ground in our advocacy of women's rights." Posts widely acknowledge the positive effect of U.S. women in senior positions. As a Near Eastern embassy reports, "We are a public demonstration of the equality of women, having for years past had women as diplomatic officers on our staff in a part of the world where women are unthinkable as diplomats."

2. Show the U.S. commitment to human rights and equality of opportunity by increasing the number and responsibility of women nationals hired locally. According to Embassy Abu Dhabi: "Assignment of women officers, as well as secretaries, and employment of Arab and non-Arab third-country women nationals in the Embassy are more obvious examples of U.S. use of women power."

3. Assure that the Embassy is at all times in contact with the host country's (a) women leaders, (b) government-established bureaus/directorates of women's affairs, (c) appropriate women's organizations. A significant number of embassies report designation of a special "Women's Affairs Officer." From Bonn, the Ambassador writes, "I have specifically asked a member of my personal staff to follow and report on issues of importance to women as they develop here . . . and instructed my staff to express strong U.S. support for the significant steps taken by the German Government in recent years to improve the status of women."

4. Reassess Embassy's own attitudes toward women nationals (a) by reviewing Embassy's contact list carefully "to make sure our unconscious biases or an assumption of local biases hasn't led us to leave out possible useful contacts because they are women" (Embassy Santiago); (b) by substituting "working dinners and luncheons for men and women" to replace "stag" functions where these are still practiced (Embassy Pretoria); and (c) inviting local women leaders to Embassy functions "for serious discussions," not merely for social occasions (Embassy Brussels).

5. Arrange more exchanges between U.S. and host country women individually and in groups, emphasizing the selection (a) of more women IVS (international visitors); (b) of more "top" U.S. women as "American participants" to come to speak on U.S. political, social and cultural issues to mixed, repeat, mixed audiences at universities, unions and at Embassy luncheons/dinners.

6. Encourage greater exchange of information on women and on women's issues in all posts by: (a) having standard Embassy reporting include data on the local situation of women and their material contribution to host countries' basic needs and GNP; (b) having the Ambassador take the lead in using interviews, speeches and articles to discuss U.S. women's status; (c) disseminating information on U.S. women through more USIA exhibits, seminars and enlarged library collections on women, including material on women's civil/political/economic rights, population control, child care, legal reforms, etc., and (d) stimulating cross-cultural support by putting host country women's organizations in touch with U.S. organizations, public and private institutions, and individuals concerned with the advancement of women.

c. Specific Embassy recommendations for developing countries.

1. Encourage host countries to arrange more training for women. Use all possible means—AID, USICA, Peace Corps, local and foreign PVOs, U.N. or third-country agencies, private foundations. Lack of training continues as the predominant factor in women's continued low status. Specifically (a) expand training programs to non-traditional areas, including administration, law, labor, cooperative management; (b) make a major effort to see that women farm workers are included in all training in agricultural extension and in new technologies and processes; (c) to offset the frequent practice of training already advantaged women, encourage more non-formal training of low-income rural and urban women in income-producing skills.

2. Support/encourage local governments' collection of statistical data on women—income, migration, employment/unemployment, family patterns—for use in planning development projects and in Embassy economic reports. Many LDC posts advise that lacking such data, country and U.S. planners can make serious mistakes in program design and allocation of priorities.

3. Support/encourage surveys of women's contribution to national food production (Embassy Bamako). Estimates indicate that 70 percent to over 90 percent of rural women in most Third World countries engage in agriculture. However, few objective factual assessments exist of women's material contribution to the host country's total food supplies and GNP. Sharper studies would "raise the level of general awareness that many projects and techniques designed to increase agriculture production are based on the false premise that men do most of the agricultural work; and encourage rural development innovations designed to be implemented by women" (Embassy Brazzaville).

4. In planning development projects, identify felt needs especially of rural women—a "rule too often neglected (Embassy Djakarta). Embassy Bamako reports that perhaps the greatest needs include better access to wells, pumps, potable water, carts to carry water. Hauling water, often exclusively "women's work," may alone take two to four hours per day. Embassy Accra concurs: "The most important single (U.S.) step could be providing piped water or wells for each community."

5. Encourage and where feasible plan for arranging women's access to credit through cooperatives or otherwise, especially women farm workers, market women and artisans in handcrafts.

6. Use more effectively—and expand—Ambassadors' self-help funds. These discretionary funds, now available to Ambassadors posted in developing countries, have "exceptional potential," involve "minimal paper work, and (produce) speedy action" on self-help projects. Embassy Dakar urges that these funds be "constructively expanded and supplemented with additional funding especially earmarked for small projects of immediate impact on enhancing the status of women."

7. Encourage funding of more self-help or projects by local and foreign PVOs, private foundations, U.N. agencies, especially where host country may be sensitive to U.S. funding. Teaching income-earning skills is repeatedly stressed as a priority for self-help projects for both urban and rural low-income women.

8. Encourage involvement of more women Peace Corps volunteers in design of development projects.

9. Use all available assistance programs of U.S. Government. Examples: use PL 480 funds for self-help projects; channel more Food for Peace to maternity/child care centers.

10. Help call attention to possible negative aspects of some "modernization" development programs; e.g., Embassy Banjul is attempting to help its own and host country officials "understand the social consequences" of a new river development project which will soon open vast, new areas to rice cultivation, which is traditionally women's work. The Embassy asks: "Will men assist women in the larger rice fields, or will already overburdened women cultivators simply face a much heavier burden?" "What will be the effects on social, family structure?"

These thoughtful proposals show that many embassies have developed a variety of diplomatic and practical strategies for encouraging the advancement of women. Although the major responsibility rests ultimately in Washington, where coordination with USICA, Peace Corps and AID is already underway, embassies and other posts clearly have a role to play. The issue of women's rights and status is an integral part of the human rights equation. As such, it is integral to US foreign policy. The Copenhagen Conference lends new urgency and relevance to the U.S. role.●

ORDER FOR RECESS UNTIL 9 A.M. TOMORROW

Mr. ROBERT C. BYRD. Mr. President, I ask unanimous consent that when the Senate completes its business today, it stand in recess until the hour of 9 a.m. tomorrow morning.

The PRESIDING OFFICER. Without objection, it is so ordered.

THE CALENDAR

Mr. ROBERT C. BYRD. Mr. President, I ask unanimous consent that the Senate now proceed to the consideration of Calendar Order No. 708.

Mr. BAKER. Mr. President, reserving the right to object, and I will not object, that item is cleared on our calendar and we have no objection to its present consideration.

The PRESIDING OFFICER. Without objection, it is so ordered.

401 West Vineyard Avenue
Oxnard, Ca. 93030

May 27, 1980

Rev. Elder Nancy Wilson
UNIVERSAL FELLOWSHIP OF METROPOLITAN
COMMUNITY CHURCHES
5300 Santa Monica Boulevard
Los Angeles, Calif. 90029

Dear Nan:

First, let me say thanks for arranging for me to take the trip to Washington, and for letting me represent the Fellowship at it. It was an amazing experience, and one I shall treasure for a long, long time. I have never seen so much female church "brass" in my life. There were ecclesiastical bureaucrats upon bureaucrats and I felt like a humble parish priest among the monseignoralty and maybe even the College of Cardinals!!

I am so full of information I hardly know where to start. For three days we were force-fed information from the religious community, educators, medical people, economists, union officials, and when we were totally glutted, were asked to respond as to how we thought religion and religious women could help.

The overwhelming gist of what was said was that in the five years since the International Women's Year, not much progress has happened and in almost every case and in almost every area we have lost ground.

The statistics were "Consciousness Razors."

50% of graduate degrees go to women; 5% of college professorships are held by women.

15-40% of all babies (depending on area) are being delivered by Caesarian section (unnecessarily -- certainly 15-40% of all babies are neither breech nor cephalopelvic disproportions). It is a matter of doctor convenience. Long deliveries hang them up.

97% of women who work (55% of the work force) still work in clerical and service fields.

37% of all mothers in the U.S. are employed. There is still no government financed child care program.

Equal pay for equal work is nearer equality, but equal pay for equal/equivalent training is far from us as ever. Women who use 4-5 office machines are still less well paid than the paper hanger.

A male high school dropout still makes more annually than a woman with a college education.

The spread for men and women's wages is greatest in Christian nations. In underdeveloped lands where women work they make nearly as much as men (both make equally little!). In Socialist nations both earn at nearly the same level.

Women in the United States make 59¢ on the dollar what men make. (The next day many women came in wearing buttons that read "59¢").

We were convened and royally fed at the House of Representatives. On Wednesday we were breakfasted and briefed at the State Department.

I will have a fuller report for you, including xeroxes of most of the important talks, since I have asked for copies (at 50¢ each) of the 10 (more or less) major talks. I will also be preparing an article for In Unity (house organ stuff) and one for Gay Christian (theological reflection) on the conference.

Elizabeth Schussler-Fiorenza of Notre Dame was the theological keynoter. She knows of us, and has been told that she ought to be in touch with us, and would like to speak to us at a major conference. Her address is:

Elisabeth Schussler Fiorenza
Associate Professor
University of Notre Dame
6915 23rd Place, Hyattsville, Md. 20783

I took some pictures of various important personages, and they should be developed this week. Schussler-Fiorenza, Susan B. Anthony (grandniece of the Susan B.), the head of the Mercies and the Adrian Dominicans, Joan Martin of the National Council of Churches, etc. I will send these along with my article when it is written.

My formal report to you should be done within the next two weeks. The conference has provoked me to do some work on an article I once started called, "Little Bo Peep is a Pastor, Too." or "The Under-Shepherdess Syndrome," or the unpaid-underpaid woman assistant/staff minister. I would like permission from the Elders to collect information regarding salaries (blind -- no names) from both men and women in the Fellowship -- hopefully from Church Treasurers/Pastors (since I can see either/or stretching the truth up or down for obvious reasons). (My experience at Boston, and Shelley Hamilton's at New York originally provoked the article.)

By the way, I have just read your article on the Beatitudes. It was FANTASTIC, probably one of the best things the Fellowship has ever published. (I have a note to that effect going to the Gay Christian.) This issue is excellent, as a whole. IN UNITY, by the way, was entirely too nice, and I mean that in the worst sense of the word. I am a believer in dialectic and synthesis, and without dialectic there is never any synthesis, as we are finding out in the Southwest District.

I thank you again for the opportunity of attending this conference. It reminded me how much work there is to be done, and that it's time for me to stop playing "Poor Me," and get back to work. I came back loaded with statistics to prove what I've been saying, authorities galore to cite, and some new references. I have a number of projects in mind (as above), and just wanted to say (in case anyone still doubts it) that one of the things the women still want done -- in all sorts of denominations -- is for the language to be worked on. I stayed with Jennie Bull and we talked about her work in the area at Wesley. I hope to be taking some courses on Semantics and Religious Language at U.Cal at Santa Barbara next fall, at their School of Religion. Shades of Boston and Linguistics, Fairy Tale and Mythology at Harvard!!

I received a call today from one of the participants, Mary Cline Dietrich for copyright information on "Our God is Like an Eagle" since the Church of the Brethren wants to use it at a conference. What's all this about a "little child shall lead them." We have something to say to the church, and we can still be about the business of saying it -- gently, lovingly -- or as Gil Lincoln used to caution me "irenically, pacifically." They are asking us to say it. (Can you imagine the Church of the Brethren trying to find a new name? It's what they are up against, since the women in their denomination have asked for the denomination to come up with an inclusive name. They used to be the German Baptists and German Baptist Brethren, and are searching for a place to go now.)

I am thinking of calling a conference here in mid-California of women clergy, nuns, Jewish women's organizations, etc. to pass on much of what I learned at the conference, and let them go through some of the procedure. I have asked Rev. Myra Tuttle of La Mesa Presbyterian Church for use of her church (and status) which she has given with her blessing, so that the women clergy especially in the area can get to know each other. You are invited to come hear what they have to say, and what their reaction is to what I have to say. (They are less reactionary, Myra tells me, than our own women clergy as a whole.) I expect that group to coincide with the Cpenhagen meeting in July.

I saw Adam while I was in Washington, had lunch at the Eagle with him. (Some day I plan to retaliate and when we are both in New York take him to La Fronde, which is radical feminist and hostile territory.) I love Adam, by the way. Also lunched with Larry Uhrig, who is not feeling very well. (As a matter of fact, don't know if it's the mothering image I have or the nurse that both he and Adam related to, but both discussed their health situation with me, and both are feeling overextended and having some stress symptoms. But then, aren't we all?)

I love you. I am in a healthier place these days. I am going through a change of relationship -- mostly because someone I was interested in doesn't want to follow a gypsy around, and I can't see myself staying forever at Ventura.

In Christ's love,

Marge Ragona

NAN: I have enclosed xeroxes of ~~the~~ Some materials and some I had duplicates of, so you can better see the kinds of things we were given as handouts. Also I have enclosed the agenda and a copy of the responses from the reactor groups within the conference. Sebstad, who is about 4'10" and had to have a milk box to stand on so she could be seen over the lectern, was the powerhouse of the conference.

M.R.

WORLD CONFERENCE OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

DATE: 14 to 30 July 1980

LOCATION: Copenhagen, Denmark, at the "Bella Center"

HOW TO PARTICIPATE IN THE CONFERENCE: Attendance at the Conference will be restricted to the representatives of Governments and the bodies of the United Nations system. In addition, intergovernmental and non-governmental organizations with official status will participate. Those organizations in consultative status with the Economic and Social Council of the United Nations wishing to receive an invitation to the Conference should contact: Virginia Saurwein, Room 1850, United Nations, New York, N. Y. 10017, USA. Telephone: (212) 754-6451.

MID-DECADE FORUM: This will be a parallel activity sponsored by the Conference of Non-Governmental Organizations, to be held in Copenhagen from 14 to 24 July 1980. It will make possible a wide participation of people from all parts of the world to exchange views on the situation of women with particular emphasis on the areas under discussion at the World Conference. Further information may be obtained from: Elizabeth Palmer, NGO Mid-Decade Forum, Room 574, 600 Lexington Avenue, New York, N. Y. 10022, USA. Telephone: (212) 751-6850.

INTERNATIONAL FESTIVAL OF WOMEN ARTISTS: This will be held in the Ny Carlsberg Glyptotek Museum, Copenhagen, 14 to 30 July. It is hoped that women artists from around the world will participate. The Festival will involve a continuous slide presentation of works by women artists, a publications display, a postcard exhibition of original art, a poster exhibition, and film screenings. Further information may be obtained from: Helen Lait Kluge, Leerbjerg Lod 15, Ny Hammersholt, 3400 Hilleroed, Denmark. Telephone: (03) 254-615.

ENCOUNTER FOR JOURNALISTS: A two day pre-Conference briefing for journalists covering the Conference will be held at "Bella Center" on 11 and 12 July (previously scheduled for 10 and 11 July). More information may be obtained from the Information Officer for the Conference at the address given at the end of this Fact sheet.

MEDIA FACILITIES: Regular United Nations press, radio and television facilities will be available at the Conference Centre. Application forms for accreditation plus hotel accommodation forms for journalists covering the Conference may be obtained from: Kenneth Kelly, Accreditation Office, Room 389, United Nations, New York, N. Y. 10017, USA. Telephone: (212) 754-7164.

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AGENDA FOR THE CONFERENCE:

- assess what progress has been made in improving the situation of women during the first five years of the United Nations Decade for Women, 1976-1985, and what obstacles are hindering the implementation of the World Plan of Action for the advancement of women which was adopted at the 1975 Mexico Conference.
- design a specific action-oriented programme for the next five years of the Decade, with emphasis on the areas of employment, health and education.
- examine the effects of *apartheid* on the status of women in southern Africa and the role of women in the liberation struggle in that area, and consider measures to assist those women.
- examine the social and economic effects of Israeli occupation on Palestinian women inside and outside the occupied territories, and consider special measures to assist these women.
- review the situation of women refugees the world over, and draft special measures for assistance to them.

PREPARATIONS FOR THE CONFERENCE:

- Five regional preparatory meetings have now been held involving member Governments of each of the United Nations economic commissions. Each meeting assessed the progress made in that region in improving the situation of women during the past five years, identified the problems and issues facing women in that region, and determined strategies to solve those problems during the second five years of the Decade for Women. The recommendations of these meetings will be presented at the Copenhagen Conference. Two new questions have been included on the agenda of the Copenhagen Conference as a reflection of issues of particular concern to women of the regions. They are the items on Palestinian women, and on women refugees.
- The United Nations Commission on the Status of Women considered the major documents prepared for the Copenhagen Conference at its 28th regular meeting held in Vienna, Austria, 25 February to 5 March. In particular, it reviewed the draft programme for action to be taken at the national level during the second five years of the Decade.
- The second part of the draft programme of action for the second five years of the Decade, concerning action to be taken at the regional and international levels, will be considered by the third and last session of the Preparatory Committee for the 1980 World Conference for Women. It will also consider the remainder of the documents for the Copenhagen Conference, including any recommendations made by the Commission on the Status of Women. The Preparatory Committee meets in New York, 7 to 18 April.
- An international seminar on Women and *Apartheid* will be held in Helsinki, Finland, 19 to 21 May. A regional seminar for North America, Latin America and the Caribbean will be held on this subject in Montreal, Canada, 9 to 11 May.
- An international seminar on the Mass Media and Women will be held in New York from 20 to 23 May, jointly sponsored by the World Conference Secretariat and the United Nations Educational, Scientific and Cultural Organization (UNESCO).

FOR FURTHER INFORMATION: Please contact: Information Officer, World Conference of the United Nations Decade for Women, DESI/DPI, Room 1061-I, United Nations, New York, N. Y. 10017, USA. Telephone: (212) 754-6868.

* *** *

PRESS
DEPARTMENT OF STATE
January 15, 1980
No. 9

U.S. SECRETARIAT FOR THE
WORLD CONFERENCE OF THE UN DECADE FOR WOMEN, 1980

The U.S. Department of State, expressing its commitment to the UN Decade for Women, established the U.S. Secretariat for the World Conference of the UN Decade for Women, 1980 on November 26, 1979. Earlier in the year, the Department inaugurated U.S. preparatory efforts for the World Conference with a day-long meeting on September 12 attended by more than 800 American women. The early establishment of the U.S. Secretariat, a full seven months before the World Conference, will enable in depth U.S. preparation for the mid-decade reappraisal.

The U.S. Secretariat will direct and coordinate U.S. preparations for the World Conference which will be held in Copenhagen, Denmark from July 14 through 30, 1980. The conference has two major purposes. First, conferees will assess worldwide progress toward achieving the goals outlined in the resolutions adopted at the 1975 International Women's Year Conference in Mexico City, including the World Plan of Action. Second, participants will formulate specific action-oriented programs for regional development in the second half of the UN Decade for Women, 1980-1985. The conference will focus on three subthemes of education, health and employment, as well as other substantive topics including the effects of Apartheid on women and the special plight of women as refugees.

The U.S. Secretariat will work in conjunction with various government agencies and departments in the preparation of U.S. position papers. The Secretariat, through extensive public outreach, will seek to obtain opinions and suggestions from American women on all aspects of the Copenhagen Conference.

Vivian Lowery Derryck is the director of the U.S. Secretariat. A specialist on women in development, Ms. Derryck's work has concentrated on education and Third World women. She has had wide experience in the substantive areas of the conference. Ms. Derryck has taught at New York City Community College, directed curriculum development projects at the Education Development Center in Cambridge, Mass., served on the U.S. House of Representatives Select Committee on Population, and worked for the Vice President's Task Force on Youth Employment. She spent four years in West Africa teaching and conducting research on the relationship of women, education and development.

For further information contact:

Maureen Whalen, the deputy director of the Secretariat, is a lawyer. Formerly the Executive Director of the National Council on Women, Work and Welfare, Ms. Whalen has also worked as a lobbyist for Women's Lobby. Ms. Whalen brings extensive experience in the organization of grass roots women's groups, particularly among poor and low income women. In addition, she has wide ranging substantive knowledge of American women in the workplace.

The Women's Movement in the U.S. has a long and expansive history. Its vitality can be felt in every phase of our society. The World Conference of the UN Decade for Women, 1980, is an opportunity for American women to assess past achievements and, more importantly, to plan for the future as the nation moves into the 1980's. In the coming months, the Secretariat staff will make every effort to involve a wide spectrum of American women from all walks of life in the U.S. preparations for the World Conference at Copenhagen.

Correspondence for the Secretariat may be addressed as follows:

U. S. Secretariat for the World
Conference on the UN Decade for Women, 1980
M/WCW, Room 1004
Department of State
Washington, D.C. 20520

OFFICE OF THE U.S. SECRETARIAT
FOR THE WORLD CONFERENCE OF THE UN DECADE FOR WOMEN, 1980

The U.S. Secretariat for the World Conference of the UN Decade for Women, 1980 is in the midst of preparations for the World Conference of the UN Decade for Women, 1980, to be held in Copenhagen, Denmark, July 14-30, 1980. This special office established by the U.S. Department of State on November 27, 1979, has a two-fold mandate: (1) to coordinate the development of national papers on the subthemes of the Copenhagen Conference, and (2) to conduct a major national outreach program to involve American women in the preparation for and participation in the UN Conference.

National Subtheme Papers

The three major themes of the United Nations Decade for Women, 1976-1985, are Equality, Development and Peace. The subthemes for the World Conference are education, employment and health. In addition, other substantive issues will be discussed, including women and Apartheid, the status of Palestinian women, and women as refugees.

The United States will prepare, prior to the conference, national papers on each of these subthemes: education, employment, and health. These papers will reflect the views of the United States government on the subthemes, assess the progress American women have made in these areas in the last five years of the UN Decade for Women, and provide information on possible ways of advancing the status of women in the subtheme areas for the next five years. In addition, these papers will contain extensive data and documentation on the status of American women in each of the subtheme areas.

The U.S. Secretariat for the World Conference of the UN Decade for Women, 1980, is coordinating the preparation of these national papers with the Department of Health and Welfare, Education, Labor and State.

National Outreach Program

Because of the enormous interest among American women in the World Conference of the UN Decade for Women, 1980, the U.S. Secretariat is coordinating with other Federal government agencies and departments a series of regional conferences to be held during the next four months. These regional conferences will provide women with the opportunity to:

(1) Meet and discuss the progress made in meeting the goals set forth in the U.S. National Plan of Action and the World Plan of Action;

(2) Explore, in an open and frank manner, the obstacles women face when trying to move towards those goals;

(3) Share successful programs in health, education and employment that are working various areas of the country;

(4) Develop new strategies which will facilitate women's progress in the next five years.

The U.S. Secretariat will compile a report of conference proceedings and distribute the compendium in the United States government agencies and departments, as well as women's organizations. The U.S. Secretariat is attempting through the use of existing networks to bring together a most diverse and representative body of individuals to participate in our outreach program. A limited number of scholarships are available for low income participants.

The first five conferences (see schedule) will concentrate on the subthemes of health, education and employment. However, the U.S. Department of State, showing its commitment to advancement of women, will be hosting a national conference in June, 1980. This conference will give American women the opportunity to discuss the remaining subthemes on the agenda of the Copenhagen Conference. It is also an important opportunity for American women to bring into being a meaningful dialogue on foreign policy issues.

Delegate Selection

The U.S. Secretariat for the World Conference of the UN Decade for Women, 1980, is working with the Office of International Conferences (OIC) in the Department of State and the White House in selecting the official U.S. Delegation for the Copenhagen Conference. Twenty women and men will be selected. The U.S. will send a most diverse and representative group.

The delegates will be formally announced in June, 1980. The U.S. Secretariat will then hold at least four briefing sessions to prepare the delegation on the issues and the procedures of the UN Conference.

Attachment:
Schedule of Conferences

OFFICE OF THE U.S. SECRETARIAT
FOR THE WORLD CONFERENCE OF THE U.N. DECADE FOR WOMEN, 1980

TWO-DAY U.S. REGIONAL CONFERENCE SCHEDULE

3/14-15	DALLAS Fairmont Hotel	EPA	General	Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Arkansas, Louisiana, New Mexico, Oklahoma, Texas
3/27-28	DENVER Sheraton Denver Tech Center	HEW	Health	Iowa, Kansas, Missouri, Nebraska, Colorado, Montana, North Dakota, Utah, Wyoming, South Dakota
*4/10-11	NEW YORK Biltmore	Dept. of Education	Education	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, New Jersey, New York, Puerto Rico, Virgin Islands
5/9-10	PHILADELPHIA Sheraton Downtown	Labor	General	Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia, Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
6/6-7	SAN FRANCISCO Hilton	Labor	Employment	Arizona, California, Hawaii, Nevada, American Samoa, Guam, Wake Island, Alaska, Idaho, Oregon, Washington

* Due to the New York transit strike the NYC Regional Conference has been postponed until June 2. It will now be a one-day conference at the Biltmore. All other information remains unchanged.

DECADE NOTE

"... the full and complete development of a country, the welfare of the world, and the cause of peace require the maximum participation of women as well as men in all fields."

- Declaration on the Elimination of Discrimination Against Women

March 1979

THE VOLUNTARY FUND FOR THE UNITED NATIONS DECADE FOR WOMEN

- What it is
- What it does
- How to apply

79-41092

Prepared to promote the goals of the United Nations Decade for Women: Equality, Development, Peace 1976-1985 by the Centre for Social Development and Humanitarian Affairs, United Nations.

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What is the Voluntary Fund?

The Voluntary Fund for the United Nations Decade for Women was created by the United Nations General Assembly, following the International Women's Year, 1975. The Secretary-General of the United Nations is advised on use of the Voluntary Fund by a Consultative Committee representing the five regions of the world. Contributions to the Voluntary Fund are made by Governments, organizations and individuals. Reports of the Secretary-General on activities supported by the Voluntary Fund are reviewed every year by the General Assembly.

What are the criteria for use of the Voluntary Fund?

General Assembly resolution 31/133 states that the Voluntary Fund is intended to provide supplementary financial and technical support to programmes of countries, particularly the least developed, land-locked and island-countries which have limited financial resources for carrying out their national plans and programmes for the advancement of women and the World and Regional Plans of Action concerning women and development.

Criteria set forth in the resolution state that the resources of the Voluntary Fund should be utilized for activities in the following areas:

- Technical co-operation activites;
- Development and/or strengthening of regional and international programmes;
- Development and implementation of joint inter-organizational programmes;
- Research, data collection and analysis relevant to the above; and
- Communication support and public information activities designed to promote the goals of the Decade and, in particular, the activities undertaken in the areas mentioned above.

In the selection of projects and programmes, special consideration is given to those which benefit rural women, poor women in urban areas and other marginal groups of women, especially the disadvantaged.

In addition to the criteria set by the General Assembly, several guidelines have been evolved to direct the use of the Voluntary Fund. These include:

- The regional commissions may reserve $20,000 as a contingency fund to be used for urgent national needs in amounts up to $4,000 per country; release of the funds by Headquarters is dependent upon a cable/letter of advice on the nature and cost of the project;
- The recipient agency is expected to make a substantial contribution to a project, in cash or in kind, but no formula is applied to determine the size of the contribution;

- Review and evaluation components should be an integral part of projects, as should assurance that resources are available for any follow-up implications;
- Research projects should be carefully designed as to methodology and be country-specific; they should ordinarily be related to the planning or evaluation of particular projects and programmes;
- Working capital for small-scale projects can be funded through provision of revolving loan funds;
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- Projects with a major focus on population should be referred to the several available funding sources.

What types of activities are being supported by the Voluntary Fund?

Activities presently supported by the Voluntary Fund through the regional commissions include:

- National development planning;
- Rural development and appropriate technologies;
- Small-scale industries, including revolving loan funds;
- Training of trainers;
- Technical co-operation among developing countries; and
- Information activities.

A list of Voluntary Fund projects appears on page 8.

How are the projects evaluated?

The regional commissions are responsible for ensuring that provision is being made for appropriate follow-up, monitoring and evaluation of projects sponsored by the Voluntary Fund. Progress reports should be sent by the sponsoring organization twice each year, by 30 November and 31 May, to the United Nations regional commission, for forwarding to the United Nations Headquarters.

How are applications made to the Voluntary Fund?

Projects may be formulated by Governments in the developing countries, by the United Nations regional commissions concerned (located in Africa, Asia and the

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Applications should be made using the Voluntary Fund Standard Project Format (see pages 5-7) or the project format of the United Nations Development Programme (UNDP), and forwarded to the appropriate regional commission to arrive by 30 November or 31 June of the year.

The Project Summary Sheet (page 5) provides the basic information on the nature of the project, its costs and the expected results. Pages 6 and 7 describe the project in greater detail.

A clear and concise statement of the approach as well as the expected results and the costing is critical to the project development, appraisal and approval process. For this reason, the format is designed in such a way that implementation should only require the elaboration of the project description document into a work plan. In addition, the project description should be a guide to monitoring and evaluation during the course of the implementation process.

If the requesting agency is not a government or a United Nations organization, particulars of the organization should be attached, including its address and an annual report or similar document containing the objectives, membership and activities of the organization.

For further information, please write to:

The Voluntary Fund for the
United Nations Decade for Women
Centre for Social Development and
Humanitarian Affairs
Room DC-1002, 1 United Nations Plaza
New York, New York 10017

APPLICATION FORM

VOLUNTARY FUND FOR THE UN DECADE FOR WOMEN

Project Summary Sheet

TITLE:

PROJECT DURATION:

REGION:

PROPOSED STARTING DATE:

COUNTRY(IES) INVOLVED:

REQUESTING AGENCY:

COLLABORATING AGENCY(IES):

EXPECTED CONTRIBUTIONS:
- VFDW
- Other UN sources
- Government(s)
- Other sources

ACTIVITIES:
- Advisory services
- Seminars and meetings
- Training
- Project operations
- Other

PROGRAMME IMPACT TARGETS:[1/]

SPECIFIC RESULTS EXPECTED:[2/]

EXPECTED ADAPTABILITY OF PROJECT TO OTHER AREAS OF THE COUNTRY OR OTHER COUNTRIES IN THE REGION:

HOW DOES THE PROJECT SUPPLEMENT INTERNATIONAL, NATIONAL AND/OR INTER-ORGANIZATIONAL PROJECTS?

[1/] Who will benefit and how, which women at what level and what benefits.

[2/] Outputs: what changes, new capacities, etc.

VOLUNTARY FUND FOR THE UN DECADE FOR WOMEN
Standard Project Description

I. BACKGROUND AND JUSTIFICATION

What specific problem(s) can be solved by this project? Describe the existing situation. How is the project related to specific development priorities?

What discussions have been held with other UN, national or voluntary organizations in the development and/or planning for implementation of the project? What are the competencies of the requesting and implementing agency(ies)?

II. OBJECTIVES

What results are expected and who will benefit? State long and short-term objectives.

Will there be increased individual or institutional capacity? Will women be involved in planning the project and in producing the outputs?

How will the benefits of the project improve women's conditions, incorporate them into the development process and/or make planners and policy-makers aware of the importance of women's participation in development?

III. ACTIVITIES

Describe the activities to be carried out and who will implement them. What is the timing and duration of the activities? What kind of co-ordination is necessary to make sure that activities are efficiently interrelated?

What are the supporting institutional frameworks of the project? Will any new institutions be created? Is there assurance that counterpart organizations or groups will provide the local resources and services that are necessary to project success?

How will the project be reviewed/evaluated?

/...

IV. COST PLAN

Describe and quantify expenditures by category, by objectives and by year. Include costs of advisory services, meetings, training, project operations and others as shown below. However, if the "others" are significant categories they should be itemized separately. Inputs from Government(s) or other sources should be noted.

If proforma costs are used as a basis of budget, indicate sources of such proforma.

Staff.....
  Professional.....
  Support personnel.....
Travel.....
Training/seminars.....
Equipment/supplies.....
Other.....

Total.....

plus, 14% administrative overhead.....

GRAND TOTAL.....

*****

ADDRESSES OF THE REGIONAL COMMISSIONS

Economic Commission for Africa (ECA)
PO Box 3001
Addis Ababa, Ethiopia

Economic Commission for Western Asia (ECWA)
Nabil Adel Building
Bir Hassan
Beirut, Lebanon

Economic Commission for Latin America (ECLA)
Edificio Naciones Unidas
Avenida Dag Hammarskjöld
Vitacura
Santiago, Chile

Economic and Social Commission for Asia and the Pacific (ESCAP)
United Nations Building
Rájdamnern Avenue
Bangkok, Thailand

LIST OF FUNDED PROJECTS

Economic Commission for Africa (ECA)

1977
1. In-service training for intermediate-level trainers in rural areas from French-speaking African countries
2. Workshop on horticulture and co-operatives for Sahelian nomads
3. Agricultural training for women
4. Training in preparation and implementation of project proposals
5. Food preservation for nomadic families

1978
1. Training workshops for trainers and planners on village technology for the rural family
2. Introduction of consumer and production co-operatives for rural women
3. Survey of existing technologies
4. Effects of introducing improved technology in the rural villages: a case study of improved palm presses
5. Improving techniques for fish curing, smoking, preservation and marketing
6. Skill development/management training in small scales industries and businesses
7. Rural women's advisory service
8. Training in co-operatives and marketing in four French-speaking countries
9. In-service training for intermediate-level supervisors
10. Study of the environment of traditional market places
11. Settlement of ex-nomadic population and rebuilding of the environment

Economic Commission for Latin America (CEPAL)

1977
1. Workshop on the impact of agricultural modernization on the rural woman
2. Publication of the Regional Plan of Action for the Integration of Women in Development in Latin America

1978
1. The participation of Caribbean women in development: training and income-generating programmes
2. Regional Directory on Women and Development

Economic Commission for Western Asia (ECWA)

1978
1. Training of child-care housemothers/teachers/administrators
2. Integrated development and extension services in rural areas
3. Eight-country training workshop in project formulation
4. Providing appropriate social services for rural areas
5. Workshop on national development planning for the integration of women in development

Economic and Social Commission for Asia and the Pacific (ESCAP)

1977
1. Training of trainers for rural women
2. Case studies on the impact of change brought about by planned intervention

1978
1. Technical assistance to social and economic planners to promote the integration of women
2. Promotion and training of rural women in income-raising group activities
3. Development programme for rural women
4. Philippine national women's co-operative development programme
5. Asian and Pacific Centre for Women and Development Women's Resource Book
6. Sub-regional workshops on programme/project identification and development

Issued for CSDHA/ESA by the Division for Economic and Social Information/DPI

ADDENDUM TO THE
DECADE NOTE ISSUED
IN MARCH 1979

THE VOLUNTARY FUND FOR THE UNITED NATIONS DECADE FOR WOMEN

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NEW PROCEDURES FOR SUBMISSION OF PROJECT PROPOSALS FROM THE NATIONAL LEVEL

Following the advice of the Consultative Committee on the Voluntary Fund at its Fifth Session in March 1979, the new procedures for submission of project proposals directly from the developing countries are as follows:

- Project proposals prepared by governments, non-governmental organizations and/or United Nations organizations for national level activities are submitted to the Resident Representative of the United Nations Development Programme (UNDP) in the country;

- The Resident Representative reviews the project proposal and, in the case of non-governmental activities, ensures that Government has no objections to the project;

- The Resident Representative forwards the proposal to the Voluntary Fund, with a copy to the appropriate United Nations regional commission for comments which are sent to the Voluntary Fund;

- The executing agency of approved project(s) is responsible for submitting a substantive and financial report to the Voluntary Fund and its Consultative Committee twice each year, in June and in December, through the UNDP Resident Representative.

CONTINUING ROLE OF THE REGIONAL COMMISSIONS

- National projects involving direct contribution by regular or short-term staff of the regional commissions may be formulated and/or selected by the concerned regional commission, in consultation with Government and UNDP;

- The regional commissions make the final selection of all regional projects for forwarding to the Voluntary Fund;

- The regional commissions are responsible to the Voluntary Fund for financial and substantive reporting on both types of projects twice each year, in June and in December.

79-42851

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A quick reference aid on U.S. foreign relations
Not a comprehensive policy statement
BUREAU OF PUBLIC AFFAIRS ■ DEPARTMENT OF STATE

UN DECADE FOR WOMEN, 1976-1985

June 1979

1. Background: Current global change carries with it a growing concern for human rights, social justice, equal opportunity, human dignity, and peace. The status of women around the world is of increasing concern to all. Although women work largely outside the money economy, they are a vital human resource. However, they are allotted minimal jobs in industry and other occupations, while retaining their traditional responsibility for managing households and rearing children. They do not share equitably in the benefits of development. They constitute about two-thirds of the world's illiterates. They are the victims of discrimination in both developing and industrialized countries.

2. US role: In 1945, the US played a significant role in formulating the UN Charter, reaffirming faith in the equal rights of men and women. US leadership for women's full emancipation was symbolized in 1946 when Eleanor Roosevelt, then US Representative to the UN Human Rights Commission, called for establishment of a special Commission on the Status of Women.

   The main responsibility for integrating women into national economies and improving their living conditions rests with each country. The US, however, plays an important role in encouraging governments to improve the status of women. We are also working through international organizations and programs to improve women's rights. The UN General Assembly is now completing a comprehensive convention on the elimination of discrimination against women, embodying many earlier treaties and UN recommendations.

3. International Women's Year: The UN General Assembly proclaimed 1975 as International Women's Year (IWY) to promote equality between men and women, insure women's involvement in global development, and recognize their contribution to world peace. The US responded to the challenge with a variety of activities, national and international, in support of IWY. The UN World Conference on IWY, held in Mexico City in 1975 and attended by delegates from 133 countries, was the first dedicated to promoting the status of women.

4. World Plan of Action: The most significant document to emerge from the Conference was the unanimously approved World Plan of Action. Its objectives include: substantial increase in female literacy; compulsory primary school education and equal access to education at every level; increased employment opportunities; equal eligibility to vote and seek elective office; greater participation of women in

policymaking positions; recognition of the economic value of women's contributions in such nonpaid activities as work in the home, domestic food production, and marketing; and establishment of governmental machinery in every country to accelerate progress toward equality and integrating women into national life. The World Plan serves as a model for national plans and has prompted UN members to establish national commissions on women. In November 1977, a US National Plan of Action was adopted at the National Women's Conference in Houston.

5. Decade for Women: The UN Decade for Women grew out of IWY. The main task is to keep international attention on implementation of the World Plan. A Mid-Decade World Conference, scheduled for Copenhagen in July 1980, will emphasize employment, health, and education issues and review progress over the last 5 years. UN member countries are being asked to revise their national plans in light of changes since the 1975 Conference. The US has contributed $5 million to a UN Voluntary Fund for the Decade which supports technical cooperation, data collection and research, and projects benefiting rural and poor urban women. The Fund also assists regional centers for women within the UN regional economic commissions and an International Institute for Research and Training for the Advancement of Women, to be headquartered in the Dominican Republic.

6. Women's rights and US foreign policy: Concern for women's rights is now an integral part of US human rights policy. We will continue through bilateral and multilateral diplomacy to promote equal rights and opportunities for women. In 1979, Secretary Vance issued a new foreign policy directive aimed at intensifying US efforts to promote the status, rights, and well-being of women throughout the world. The US also stresses the role of women in development through the Percy amendment to the 1973 Foreign Assistance Act. It states that US foreign aid programs will "encourage and promote the participation of women in the national economies of developing countries, and the improvement of women's status as an important means of promoting the total developmental effort."

Within the Department of State, women's issues are the concern of the Agency Directorate for International Women's Programs. The Directorate gathers and coordinates information on women's issues; assesses the implications of this information for US foreign policy; serves as a link between the US Government and other institutions, both national and international, dealing with women's rights and the status of American women; monitors the US contribution to the UN Voluntary Fund; and maintains liaison with the UN secretariat for the 1980 World Conference. It also works with the UN Commission on the Status of Women, the Organization of American States' Inter-American Commission of Women, nongovernmental organizations accredited to the UN Economic and Social Council, and other private sector groups.

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- Seminars and meetings
- Training
- Project operations
- Other

PROGRAMME IMPACT TARGETS:[1/]

SPECIFIC RESULTS EXPECTED:[2/]

EXPECTED ADAPTABILITY OF PROJECT TO OTHER AREAS OF THE COUNTRY OR OTHER COUNTRIES IN THE REGION:

HOW DOES THE PROJECT SUPPLEMENT INTERNATIONAL, NATIONAL AND/OR INTER-ORGANIZATIONAL PROJECTS?

[1/] Who will benefit and how, which women at what level and what benefits.

[2/] Outputs: what changes, new capacities, etc.

VOLUNTARY FUND FOR THE UN DECADE FOR WOMEN
Standard Project Description

I. BACKGROUND AND JUSTIFICATION

What specific problem(s) can be solved by this project? Describe the existing situation. How is the project related to specific development priorities?

What discussions have been held with other UN, national or voluntary organizations in the development and/or planning for implementation of the project? What are the competencies of the requesting and implementing agency(ies)?

II. OBJECTIVES

What results are expected and who will benefit? State long and short-term objectives.

Will there be increased individual or institutional capacity? Will women be involved in planning the project and in producing the outputs?

How will the benefits of the project improve women's conditions, incorporate them into the development process and/or make planners and policy-makers aware of the importance of women's participation in development?

III. ACTIVITIES

Describe the activities to be carried out and who will implement them. What is the timing and duration of the activities? What kind of co-ordination is necessary to make sure that activities are efficiently interrelated?

What are the supporting institutional frameworks of the project? Will any new institutions be created? Is there assurance that counterpart organizations or groups will provide the local resources and services that are necessary to project success?

How will the project be reviewed/evaluated?

/...

IV. COST PLAN

Describe and quantify expenditures by category, by objectives and by year. Include costs of advisory services, meetings, training, project operations and others as shown below. However, if the "others" are significant categories they should be itemized separately. Inputs from Government(s) or other sources should be noted.

If proforma costs are used as a basis of budget, indicate sources of such proforma.

Staff.....
  Professional.....
  Support personnel.....
Travel.....
Training/seminars.....
Equipment/supplies.....
Other.....

Total.....

plus, 14% administrative overhead.....

GRAND TOTAL.....

*****

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Economic and Social Commission for Asia and the Pacific (ESCAP)
United Nations Building
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LIST OF FUNDED PROJECTS

Economic Commission for Africa (ECA)

1977
1. In-service training for intermediate-level trainers in rural areas from French-speaking African countries
2. Workshop on horticulture and co-operatives for Sahelian nomads
3. Agricultural training for women
4. Training in preparation and implementation of project proposals
5. Food preservation for nomadic families

1978
1. Training workshops for trainers and planners on village technology for the rural family
2. Introduction of consumer and production co-operatives for rural women
3. Survey of existing technologies
4. Effects of introducing improved technology in the rural villages: a case study of improved palm presses
5. Improving techniques for fish curing, smoking, preservation and marketing
6. Skill development/management training in small scales industries and businesses
7. Rural women's advisory service
8. Training in co-operatives and marketing in four French-speaking countries
9. In-service training for intermediate-level supervisors
10. Study of the environment of traditional market places
11. Settlement of ex-nomadic population and rebuilding of the environment

Economic Commission for Latin America (CEPAL)

1977
1. Workshop on the impact of agricultural modernization on the rural woman
2. Publication of the Regional Plan of Action for the Integration of Women in Development in Latin America

1978
1. The participation of Caribbean women in development: training and income-generating programmes
2. Regional Directory on Women and Development

Economic Commission for Western Asia (ECWA)

1978
1. Training of child-care housemothers/teachers/administrators
2. Integrated development and extension services in rural areas
3. Eight-country training workshop in project formulation
4. Providing appropriate social services for rural areas
5. Workshop on national development planning for the integration of women in development

Economic and Social Commission for Asia and the Pacific (ESCAP)

1977
1. Training of trainers for rural women
2. Case studies on the impact of change brought about by planned intervention

1978
1. Technical assistance to social and economic planners to promote the integration of women
2. Promotion and training of rural women in income-raising group activities
3. Development programme for rural women
4. Philippine national women's co-operative development programme
5. Asian and Pacific Centre for Women and Development Women's Resource Book
6. Sub-regional workshops on programme/project identification and development

Issued for CSDHA/ESA by the Division for Economic and Social Information/DPI

ADDENDUM TO THE
DECADE NOTE ISSUED
IN MARCH 1979

THE VOLUNTARY FUND FOR THE UNITED NATIONS DECADE FOR WOMEN

- What it is
- What it does
- How to apply

NEW PROCEDURES FOR SUBMISSION OF PROJECT PROPOSALS FROM THE NATIONAL LEVEL

Following the advice of the Consultative Committee on the Voluntary Fund at its Fifth Session in March 1979, the new procedures for submission of project proposals directly from the developing countries are as follows:

- Project proposals prepared by governments, non-governmental organizations and/or United Nations organizations for national level activities are submitted to the Resident Representative of the United Nations Development Programme (UNDP) in the country;

- The Resident Representative reviews the project proposal and, in the case of non-governmental activities, ensures that Government has no objections to the project;

- The Resident Representative forwards the proposal to the Voluntary Fund, with a copy to the appropriate United Nations regional commission for comments which are sent to the Voluntary Fund;

- The executing agency of approved project(s) is responsible for submitting a substantive and financial report to the Voluntary Fund and its Consultative Committee twice each year, in June and in December, through the UNDP Resident Representative.

CONTINUING ROLE OF THE REGIONAL COMMISSIONS

- National projects involving direct contribution by regular or short-term staff of the regional commissions may be formulated and/or selected by the concerned regional commission, in consultation with Government and UNDP;

- The regional commissions make the final selection of all regional projects for forwarding to the Voluntary Fund;

- The regional commissions are responsible to the Voluntary Fund for financial and substantive reporting on both types of projects twice each year, in June and in December.

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A quick reference aid on U.S. foreign relations
Not a comprehensive policy statement
BUREAU OF PUBLIC AFFAIRS ■ DEPARTMENT OF STATE

UN DECADE FOR WOMEN, 1976-1985

June 1979

1. Background: Current global change carries with it a growing concern for human rights, social justice, equal opportunity, human dignity, and peace. The status of women around the world is of increasing concern to all. Although women work largely outside the money economy, they are a vital human resource. However, they are allotted minimal jobs in industry and other occupations, while retaining their traditional responsibility for managing households and rearing children. They do not share equitably in the benefits of development. They constitute about two-thirds of the world's illiterates. They are the victims of discrimination in both developing and industrialized countries.

2. US role: In 1945, the US played a significant role in formulating the UN Charter, reaffirming faith in the equal rights of men and women. US leadership for women's full emancipation was symbolized in 1946 when Eleanor Roosevelt, then US Representative to the UN Human Rights Commission, called for establishment of a special Commission on the Status of Women.

   The main responsibility for integrating women into national economies and improving their living conditions rests with each country. The US, however, plays an important role in encouraging governments to improve the status of women. We are also working through international organizations and programs to improve women's rights. The UN General Assembly is now completing a comprehensive convention on the elimination of discrimination against women, embodying many earlier treaties and UN recommendations.

3. International Women's Year: The UN General Assembly proclaimed 1975 as International Women's Year (IWY) to promote equality between men and women, insure women's involvement in global development, and recognize their contribution to world peace. The US responded to the challenge with a variety of activities, national and international, in support of IWY. The UN World Conference on IWY, held in Mexico City in 1975 and attended by delegates from 133 countries, was the first dedicated to promoting the status of women.

4. World Plan of Action: The most significant document to emerge from the Conference was the unanimously approved World Plan of Action. Its objectives include: substantial increase in female literacy; compulsory primary school education and equal access to education at every level; increased employment opportunities; equal eligibility to vote and seek elective office; greater participation of women in

policymaking positions; recognition of the economic value of women's contributions in such nonpaid activities as work in the home, domestic food production, and marketing; and establishment of governmental machinery in every country to accelerate progress toward equality and integrating women into national life. The World Plan serves as a model for national plans and has prompted UN members to establish national commissions on women. In November 1977, a US National Plan of Action was adopted at the National Women's Conference in Houston.

5. Decade for Women: The UN Decade for Women grew out of IWY. The main task is to keep international attention on implementation of the World Plan. A Mid-Decade World Conference, scheduled for Copenhagen in July 1980, will emphasize employment, health, and education issues and review progress over the last 5 years. UN member countries are being asked to revise their national plans in light of changes since the 1975 Conference. The US has contributed $5 million to a UN Voluntary Fund for the Decade which supports technical cooperation, data collection and research, and projects benefiting rural and poor urban women. The Fund also assists regional centers for women within the UN regional economic commissions and an International Institute for Research and Training for the Advancement of Women, to be headquartered in the Dominican Republic.

6. Women's rights and US foreign policy: Concern for women's rights is now an integral part of US human rights policy. We will continue through bilateral and multilateral diplomacy to promote equal rights and opportunities for women. In 1979, Secretary Vance issued a new foreign policy directive aimed at intensifying US efforts to promote the status, rights, and well-being of women throughout the world. The US also stresses the role of women in development through the Percy amendment to the 1973 Foreign Assistance Act. It states that US foreign aid programs will "encourage and promote the participation of women in the national economies of developing countries, and the improvement of women's status as an important means of promoting the total developmental effort."

Within the Department of State, women's issues are the concern of the Agency Directorate for International Women's Programs. The Directorate gathers and coordinates information on women's issues; assesses the implications of this information for US foreign policy; serves as a link between the US Government and other institutions, both national and international, dealing with women's rights and the status of American women; monitors the US contribution to the UN Voluntary Fund; and maintains liaison with the UN secretariat for the 1980 World Conference. It also works with the UN Commission on the Status of Women, the Organization of American States' Inter-American Commission of Women, nongovernmental organizations accredited to the UN Economic and Social Council, and other private sector groups.

Religious Leaders Consultation on the World Conference of the UN Decade for Women, 1980

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ФОРУМ
LE FORUM
论坛
EL FORO
محفل
MID-DECADE FORUM

EGALITE *DEVELOPPEMENT* *PAIX*

EQUALITY **DEVELOPMENT** **PEACE**

IQUALDAD DESAROLLO PAZ

14-24

Copenhagen, Denmark ~~14-30~~ July, 1980

LA CONDITION DE LA FEMME

fera l'objet des discussions de deux rassemblements mondiaux du 14 au 30 juillet, à Copenhague, Danemark.

LA CONFERENCE MONDIALE

DE LA DÉCENNIE DES NATIONS UNIES POUR LA FEMME: les représentants des gouvernements, des organismes du système des Nations Unies et les organisations ayant le statut officiel d'observateur auront à examiner les progrès accomplis par les femmes et les obstacles rencontrés au cours de la première moitié de la Décennie de la Femme (1976-85) tout en déterminant les priorités pour les cinq prochaines années, en particulier dans les domaines de l'emploi, la santé et de l'éducation. Ils prendront également en considération la condition des femmes vivant sous le régime de l'apartheid, des femmes réfugiées, des femmes palestiniennes et des femmes qui luttent pour le maintien de la paix.

LE FORUM DE LA MI-DECENNIE

une activité indépendante se déroulera pendant la Conférence mondiale du 14 au 30 juillet 1980, organisée par la Conférence des Organisations Non-Gouvernementales en consultation avec les Nations Unies et le Gouvernement du Danemark.

OBJECTIFS DU FORUM

permettre le rassemblement des femmes et des hommes provenant de toutes les régions géographiques et de divers milieux dans le but d'échanger informations et points de vue sur la situation de la femme à mi-parcours de la Décennie et de développer une stratégie de changement, en particulier dans les domaines couverts par la Conférence mondiale. Le Forum en tant que tel ne prendra aucun parti quant aux problèmes soulevés et n'adoptera pas de résolutions formelles.

PARTICIPANTS

représentants d'organisations, délégués à la Conférence mondiale, personnes employées dans les tâches de développement, personnalités réputées dans les domaines couverts par la Conférence et les objectifs de la Decénnie (Egalité, Développement, Paix).

PROGRAMME

débats interculturels, réunions de groupes, ateliers de travail, tables rondes, expositions, films et autres activités, journal quotidien du Forum et exposés sur les travaux de la Conférence mondiale. Les sessions principales seront interprétées en anglais, français et espagnol.

WOMEN

will be the focus of two world meetings July 14-30, 1980 in Copenhagen, Denmark.

THE WORLD CONFERENCE

OF THE UNITED NATIONS DECADE FOR WOMEN: representatives of governments, of bodies of the UN system and of organizations with official observer status will consider women's progress and obstacles encountered during the first half of the Decade for Women (1976-1985) and propose priorities for the next five years especially in employment, health and education. The World Conference will also consider women under apartheid, refugee women, Palestinian women and women in the struggle for peace.

THE MID-DECADE FORUM

an independent activity to run concurrently with the World Conference, July ~~14-30~~ 7-24, 1980, sponsored by the Conference of Non-Governmental Organizations and organized in consultation with the United Nations and the government of Denmark.

FORUM PURPOSE

to enable women and men from all geographic areas and diverse backgrounds to exchange information and perspectives on the situation of women at the Mid-Decade and devise strategies for change, particularly in those areas under discussion at the World Conference. The Forum will take no position on issues discussed and will not adopt formal resolutions in its own name.

PARTICIPANTS

organization representatives, Conference delegates, development workers, and noted authorities on the issues of the World Conference and the goals of the Decade for Women: Equality, Development and Peace.

PROGRAMME

cross-cultural dialogue, group meetings, working groups and workshops, round-tables, exhibits, films, other participant activities, a daily forum newspaper, and briefings on the UN World Conference proceedings. Main sessions will be interpreted in English, French and Spanish.

LAS MUJERES

serán el centro de atención de dos reuniones mundiales en julio 14-30, 1980 en Copenhague, Dinamarca.

LA CONFERENCIA MUNDIAL

DEL DECENIO DE LAS NACIONES UNIDAS PARA LA MUJER: representantes de gobiernos, de organizaciones de las Naciones Unidas y de organizaciones que tienen status oficial de observador con las Naciones Unidas, considerarán el progreso de las mujeres y los obstáculos encontrados durante la primera mitad del Decenio para la Mujer (1976-1985) y sugerirán algunas prioridades para los próximos cinco años especialmente en empleo, salud y educación. La Conferencia Mundial también considerará a las mujeres bajo sistemas de segregación, las mujeres refugiadas, las mujeres palestinas y las mujeres en la lucha por la paz.

EL FORO DE LA MITAD DEL DECENIO

una actividad simultanea pero independiente con la Conferencia Mundial en julio 14-30, 1980, respaldada por la Conferencia de Organizaciones no-Gubernamentales y en consulta con las Naciones Unidas y el Gobierno de Dinamarca. El Foro no tomará posición acerca de los resultados de las discusiones y no tomará resoluciones formales en nombre propio.

OBJETIVOS DEL FORO

permitir a las mujeres y a los hombres de diversas áreas geográficas y diversos conocimientos básicos intercambiar información y perspectivas acerca de la situación de las mujeres en la mitad del Decenio y formular estrategias para el cambio en las áreas tratadas en la Conferencia Mundial.

PARTICIPANTES

representantes de organizaciones, delegados a la Conferencia, individuos involucrados en programas de desarollo, y autoridades notables en los temas de la Conferencia y en las metas del Decenio: Igualdad, Desarollo y Paz.

PROGRAMA

diálogos interculturales, talleres, seminarios, mesas redondas, exhibiciones, películas, otras actividades para los participantes, un periódico diario sobre el Foro, y un informe diario sobre las discusiones de la Conferencia de las Naciones Unidas. Las principales sesiones serán realizadas en inglés, francés y español.

APPLICATION FORM
FORMULAIRE D'INSCRIPTION
EL FORMULARIO DE APLICACION

Name
Nom
Nombre _____

Address
Addresse
Dirección _____

Profession
Profession
Profesión _____

Nationality
Nationalité
Nacionalidad _____

Please indicate whether you are a member of an organization and which one.
Prière d'indiquer si vous êtes membre d'une organisation et laquelle.
Por favor indique si usted es meimbro de una organisazión y cual. _____

I would like to hear discussion of the following issues: **in English** *en français* en español
Je voudrais suivre les débats dans les domaines suivants:
Quiero seguir discussiones sobre los problemas siguientes: ☐ ☐ ☐

MID-DECADE FORUM
Room 574
600 Lexington Avenue
New York, N.Y. 10022
Tel: (212) 751-6850

NGO MID-DECADE FORUM
Room 574
600 Lexington Avenue
New York, N.Y. 10022
USA

INSCRIPTION

par le formulaire d'inscription ci-joint ou par l'envoi d'informations équivalentes. Organisations et groupes sont priés de faciliter une représentation internationale par une aide effective aux participants provenant de régions géographiques généralement sous-représentées aux assemblées internationales non-gouvernementales.

REGISTRATION

by attached application form or equivalent information. Organizations and groups are urged to facilitate world-wide attendance by sponsoring participants from geographic areas generally under- represented at international non-governmental assemblies.

INSCRIPCIONES

por medio del formulario de aplicación o la información equivalente. Se ruega a las organizaciones y a los grupos facilitar una amplia asistencia patrocinando a los participantes de aquellas áreas geográficas generalmente poco representadas en las asambleas internacionales de las organizaciones no-gubernamentales.

MID-DECADE FORUM
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EPOC EQUITY POLICY CENTER

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January 1980

THE POLITICS OF WOMEN IN INTERNATIONAL DEVELOPMENT

Irene Tinker

The World Conference of the United Nations Decade for Women, scheduled for Copenhagen July 14-30, will be a major event for women around the world, despite the increasing level of political static which is likely to dominate most of the debate on substantive as well as political matters. The Group of 77--which continues to speak for the South, or the Third World, or whatever inaccurate nomenclature one chooses to use--increasingly sets the agenda at world meetings. When Group 77 wants something from the industrialized countries, as it did at the U.N. Conference on Science and Technology for Development in Vienna this past August, it does reduce extraneous political debate. Unfortunately, women's concerns have never been high on any government's international priority list. Further, international events in Afghanistan and Iran have destabilized the fragile coalitions within the Group 77. Since the Copenhagen conference is the first major international meeting since the Russian invasion of Afghanistan, it provides the stage for a dress rehearsal for differing tactics and strategies which will then be elaborated on for the subsequent General Assembly meeting in September and the Special Session preceding it in August.

Even before the Afghanistan take-over, elements of the international debate had been added to the original substantive themes of education, health, and employment at the Mid-Decade Conference. Agenda items on women under apartheid, and women as Palestinian refugees have already been accepted: other similar evocative on-going generalized issues such as women and Zionism are likely to be included in the final agenda. Should these debates intrude into substantive discussions as seems likely, little attention will be given to the original conference objectives: to chronicle progress made in individual countries toward achieving the World Plan of Action for women as passed at the International Women's Year Conference in Mexico in 1975, and to accept programs for greater progress in the remaining five years of the decade.

This high level of international politicization will have two effects: the delegations from all countries will be dominated by political professionals, and the resultant debate will be acrimonious rather than consensual. Several problems follow from this.

First, women are less likely to be leaders of their countries' delegations since few have been given the opportunity of developing the requisite political acumen. There will be some women on all delegations, but it is

likely that their concerns for women's issues will be pushed aside for political exigencies unless major strategies for some substantive resolutions are worked out in advance and supported by all countries. Indeed it is unrealistic to assume that women delegates would join together as a world caucus against their national governments or against the U.N. Many women profoundly believe that societal change is a prerequisite of sexual equity; this view is widely held in Europe and is gaining supporters in Latin America. Many women delegates, especially from Group 77 countries, will represent the women's wing of the national party and so would be expected to support the Group 77 position. Indeed, very few countries will tolerate public deviation from the official political line when international issues are debated. Women on the delegations, including the U.S., may argue in private, may moderate positions, but are unlikely to change the general political stance.

Second, there will be few official opportunities for discussion of programs, laws, tactics which help women survive and propose in times of rapid societal change. Thus, the activities in the Forum, the parallel meeting sponsored by non-government organizations or NGO's, take on added importance. It must be stressed that the Forum is simply an international fair where the products traded are ideas and experience. An occasional resolution may be transferred to the U.N. meeting through the good offices of a delegate, but there is no official mechanism for taking recommendations from the Forum to the U.N. meeting. Nor can there be, for the Programme of Action which is the basis for discussion is prepared, as similar U.N. documents are, through a series of preparatory committee meetings as well as five regional meetings held over the past year in Paris, New Delhi, Lusaka, Caracas, and Damascus.

Ideas and program suggestions flowing from the Forum will have their impact at the level of development planners rather than at the political level. International assistance agencies and foundations in addition to the NGO's themselves, will be the major targets.

It is essential, then, that the press reporting of the Mid-Decade Conference understand the layered nature of the event and report it accurately. This brings up the third problem. Many women, as well as the sympathetic press who will be drawn to Copenhagen, may well go away angry or derisive in face of what may seem to be bickering among women over refugees or migrants because they take such debate on face value rather than as proxy for the great international debate which is trying to deal with major shifts in political and economic power in the world today. Thus, the pre- and post-conference related activities, as well as the NGO Forum, take on added importance.

Similar problems characterized the IWY Conference in Mexico City in June 1975, where the basic issues of the new international economic order were given a trial run before launching them at the Seventh Special Session of the U.N. General Assembly in September 1975. Essentially the less developed countries were arguing that equity among nations took precedence over equity within a country; improved status of women in any given country must therefore wait upon new international structures. The basic human needs debates, deploring the increasing gap between rich and poor in most coun-

tries receiving development assistance, were deflected by the Group 77 with similar arguments. Today, while there is grudging acknowledgement that meeting the basic needs of the poor and women--often one and the same--cannot await the perfect global society; the demand for national equity continues to dominate international debate. The Mid-Decade Conference on Women will be no exception. Nor should it be. Women's issues should not be segregated from the real world; they should be brought to center stage and given the attention and funding they deserve.

The U.N. prefers to ignore or downplay women's issues. More recently it has followed the imperialism nostrum of "divide and conquer." In August the U.N. moved the Center for Social Development and Humanitarian Affairs which houses the Commission on the Status of Women from New York to Vienna. Part of its small staff was immediately seconded back to New York to give some minimal support to the office of the Secretary-General of the Conference which rightly remained in New York City. The U.N. did appoint an outstanding Jamaican scholar and diplomat, Lucille Mair, as Secretary-General, but the appointment came barely one year before the meeting in contrast to the longer lead time accorded most U.N. conference organizers. Resources of people and funds also reflect the low priority assigned women's issues by all governments singly or collectively. The small staff is on a crash schedule to produce the necessary background documentation utilizing results of a worldwide questionnaire to member countries as well as resolutions and recommendations proposed at the five regional meetings held in 1979. The fact that its logical support unit is in Vienna exacerbates the situation.

A third women's institution which might have given strength to women's concerns within the U.N. is the International Research and Training Institute for the Advancement of Women. Set up in response to a resolution at the 1975 IWY Conference, it has moved at a snail's pace through the U.N. bureaucracy. Its first meeting of the ten person Board of Trustees was called only in October 1979. Once a director is appointed, this important focal point for relaying data on women's needs and accomplishments to the U.N. establishment and the world at large will be isolated in the Dominican Republic. The Special Voluntary Fund for women's development projects, also owes its genesis to the 1975 IWY Conference. The Fund took shape in 1977 and logically works closely with the United Nations Development Programme in New York City. Recently, efforts to remove the Fund to Vienna were delayed for two years.

The major victory which women of the world might expect from Copenhagen would be a change in the way that the U.N. responds to women's issues within its structure. A strong entity should be attached to the Secretary-General's office given sufficient power to ensure that all U.N. agencies and activities--not merely those designated for women--incorporate women's needs as well as men's. Creation of such a focal point would declare to the world that women's needs and rights must be considered in development plans, cultural exchanges, health systems--in all U.N. activities. It might also encourage an increase in the percentage of professional women in the U.N. system.

Such a structural change in the U.N. will greatly enhance the acceptance of women as an integral part of all U.N. programs, the special pro-

grams for women must not be neglected. Much more money should be allocated to the Special Voluntary Fund which gives tiny grants and loans to women's groups in the poorest regions of our world. Only such targeted aid will allow women to benefit equitably from development.

Given the constraints of the U.N. system and the international milieu in which the Mid-Decade Conference will take place, only a few basic accomplishments can be anticipated. Altering the U.N. structure to make women more visible throughout the system, and pledging additional funding for the poorest women around the world are possible and important issues. It is essential that the press, the delegates, women attending the Forum, and worldwide opinion understand the constraints of the U.N. system and the highly charged political milieu within which the Mid-Decade Conference is taking place. The conscribed influence of the Forum must also be appreciated. Women's drama and dance groups will give visual testimony to women's roles around the world, art work will depict women's many aspects. Talk will fill the halls about better ways to help women of all nations, and arguments will abound. The exchanging of ideas, the meeting of people, the knitting of networks will mark the Forum: it's real influence will be seen over the rest of the decade in terms of projects and programs.

In sum, the Mid-Decade Conference on Women will basically be yet another international meeting where major international strategies dominate substance. Women's concerns, having little constituency among either national delegates or international civil servants, are quite easily submerged. Women delegates need to focus on a few attainable goals within the international arena. Much of the import of the meeting is having the meeting at all, of forcing even lip service to the integration of women in all phases of the international system and its debate. Finally, the opportunity given to women participating in any phase of the Copenhagen meeting to meet and join cannot be downplayed. Success of any such multi-faceted meeting as this is often in the eye of the beholder. Look kindly.

WOMEN 1980

Issued by the Division for Economic and Social Information / DPI

World Conference of the United Nations Decade for Women: Equality, Development and Peace

Newsletter No.3

TEN OUT OF 233 FOR WOMEN

Ten out of 233 resolutions adopted by the General Assembly of the United Nations at its last session directly concerned women. Eight of these resolutions dealt specifically with the United Nations Decade for Women, one concerned the adoption of the Convention on the Elimination of all forms of Discrimination against Women, and one aimed at improving the situation of women in development.

The adoption of the Convention barring discrimination against women was a most important landmark for women. Ratification by 20 States is required to bring the Convention into effect. It was opened for signature on March 1st and Cuba was the first country to sign it, on March 6th. (Details of the Convention can be found in "Women 1980", issue No.2. The Convention itself is contained in UN document A/Res 34/180).

Decisions to add two new items to the agenda for the 1980 World Conference for Women were also taken by the Assembly. The two new items will concern Palestinian women and women refugees. (Details of these are also contained in the previous issue of "Women 1980").

WOMEN IN DEVELOPMENT:

The role of women in development and their full participation in this process, is one of the main areas of concern for the United Nations Decade for Women: Equality, Development and Peace.

In recognition of the importance of this subject, the Secretary-General was to have presented a report to the General Assembly on the effective mobilization and integration of women in development, based on information provided by the various bodies of the UN system. However, a minority of the UN bodies specifically mentioned in the request for information, had provided it, and the Secretary-General felt more time was needed in order that more information might be obtained in which to base the report.

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80-44269

The report will now be presented to the General Assembly's 1980 session, and the Assembly has requested that it be prepared in time to be submitted to the Preparatory Committee for the New International Development Strategy's 5th session (April 1980) as well as to the third session of the Preparatory Committee for the 1980 World Conference for Women (April). "Women 1980" will report on this in April.

The General Assembly also requested the 1980 World Conference for Women to include in its programme of action for the second half of the Decade (1981-1985) concrete measures for improving women's participation in all sectors of development.

Particular emphasis was given to the need to ensure more effective participation of women in the planning and policy processes of their governments. Governments were requested to provide information on successful projects aimed at improving the situation of Women in development, including their participation in development planning.

Governments were also called upon to ensure equal access for men and women to all public functions in the social, economic, administrative and political areas, and to ensure that promotion was without discrimination. Women, the resolution noted, must effectively participate in formulating foreign policy and in diplomatic representation.

The importance of the participation and integration of women in industrial development was recognized by the Assembly. It requested the United Nations Industrial Development Organization (UNIDO) to consider this question at its conference which was held in January. UNIDO was asked to give particular attention to the adverse impact of new technology on women's traditional skills and occupations, and on ways to facilitate the equal participation of women in industrial development. The UNIDO conference adopted a resolution on women, details of which are given later in this newsletter.

The Assembly welcomed the special provisions on the integration of women in rural development adopted by the conference on Agrarian Reform and Rural Development. Details of these provisions are given later in this newsletter. The Assembly also called on the Food and Agriculture Organization, the United Nations Development Programme and other United Nations bodies to initiate research, projects and programmes on the integration of women in rural development. It asked that special emphasis be given to the problems experienced by women as a result of migration from rural to urban areas, the need for training programmes to enable women to take advantage of new technology, and the need to ensure access for women to land, credit, and marketing facilities.

The Assembly also welcomed the resolution on women, science and technology adopted by the UN Conference on Science and Technology for Development, details of which are given later in this newsletter.

Research and Training Institute:

The Assembly accepted the offer of the Government of the Dominican Republic to act as host for the International Research and Training Institute for the Advancement of Women. This follows the withdrawal in January last year of the offer made earlier by the Government of Iran to have the Institute in that country.

The Institute is intended to stimulate and assist the efforts of women working for the advancement of women. It will provide for research, training, and the collection and exchange of information. It came into being on 30th October last year with the approval of a work programme and budget for 1980-81. It is funded through voluntary contributions and so far $1.6 million has been received.

Voluntary Fund:

The Voluntary Fund for the United Nations Decade for Women will remain for the present in New York following a decision by the Assembly, which also expressed its desire to see the activities of the Fund extended beyond the Decade. The Fund was established to implement International Women's Year in 1975 and was extended to cover the period of the Decade for Women 1976-1985. It provides financial and technical assistance to countries with limited financial resources, to carry out programmes for the advancement of women. Priority is given to programmes of the least developed, land-locked and island countries. So far 60 projects in Africa, Asia and the Pacific, Latin America and the Caribbean and Western Asia are being supported by the Fund, with 33 more awaiting implementation.

Women and Peace:

The Commission on the Status of Women was asked to consider at its 1980 session, which was held 25 February to 5 March, the presentation of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security, and against colonialism, racism, racial discrimination, foreign aggression and occupation, and all forms of foreign domination.

HOW DID WOMEN FARE IN RECENT INTERNATIONAL CONFERENCES?

Less than half of the United Nations conferences held since 1976 referred specifically and meaningfully to women in their resolutions, plans of action, or final reports, and a third of the conferences made no mention of women at all.

In recognition of the need to include women in all facets of international conferences, the Economic and Social Council in 1978 requested the topic of women and development to be discussed at international conferences. It also called upon Governments to include women in the planning of conferences and in government delegations attending them. Of the five conferences held since then, three have included the topic of women and development in their final documents. The other two conferences made only passing mention of women. An average of 8.6% of the total number of delegates attending these conferences were women.

The Third General Conference of the United Nations Industrial Development Organization (UNIDO III), held earlier this year, adopted a resolution calling on all Governments to eliminate discriminatory practices and attitudes hampering the effective participation of women in the development process. It also called on Governments to promote the involvement and integration of women in industrial development, and stressed the role that UNIDO could play in this. Reports on women and industrialization were called for and the Conference also recommended that women participate more effectively in the policy-making process of the UNIDO secretariat.

The United Nations Conference on Science and Technology for Development, held last August, adopted a resolution entitled "Women, science and technology" which called on Governments to ensure an equal distribution of the benefits of scientific and technological development, and to ensure that women participated in the decision making process and had equal access to training and professional careers in these areas. It also called on the bodies of the United Nations to review the impact of their programmes on women, and to promote the full participation of women in the planning and implementation of programmes.

The Conference adopted the Vienna Programme of Action for Science and Technology for Development which included a paragraph noting that technological developments did not always benefit all groups of society equally and may have a negative effect on women, in both industrialized and developing countries. "Therefore, steps should be taken to ensure that all members of society be given real and equal access to, and influence upon the choice of technology". Later in the Programme of Action the bodies of the United Nations are asked to strengthen their support for national efforts to promote the full participation of women in the application of science and technology for development.

The Conference on Agrarian Reform and Rural Development, held last July, included a statement on the equal participation of women in rural development in its Declaration of Principles. The Programme of Action adopted by the Conference contains an extensive list of activities for consideration by Governments to facilitate the integration of women in rural development, including action to ensure equality of women's legal status, women's access to rural services, women's organization and participation, and educational and employment opportunities.

The two other conferences held since the 1978 request by the Economic and Social Council for conferences to include discussion on the topic of women and development, were the Conference on Technical Co-operation among Developing Countries, and the International Conference on Primary Health Care, both of which were held in 1978. Passing reference was made to women in one paragraph of the Buenos Aires Plan of Action for promoting technical co-operation among developing countries, and in one paragraph of the report of the Conference on Primary Health Care.

SEX AND THE UNITED NATIONS

The Charter of the United Nations refers to human rights and fundamental freedoms for all "without distinction as to race, sex, language, or religion" in at least four places in the text. The reference to "sex" is today taken for granted, but when the Charter was first drawn up there was no mention of that word. And judging from the battle to get equal rights for women guaranteed in writing, waged by the few women who attended the 1945 Conference held to adopt the Charter, the omission of "sex" was more than just an oversight.

The struggle to get women recognized in the Charter of the United Nations was led by Jessie Street (Australia), Bertha Lutz (Brazil), and Minerva Bernadino (Dominican Republic) aided by Amalia Ledon (Mexico) and Isabel Urdaneta (Venezuela). These women spearheaded the movement to get a special clause included in the Charter

specifying the eligibility of women to hold any position within the United Nations system (Article 8). The inclusion of this article in the Charter was opposed by the United States, the United Kingdom and Cuba. In the final vote which resulted in this article being included, the United States and Cuba voted against its adoption, while the United Kingdom abstained.

The United States and the United Kingdom also opposed the establishment of the Commission on the Status of Women which, along with the Human Rights Commission and the Social Development Commission, was set up under the auspices of the Economic and Social Council. Their argument was that the Human Rights Commission should deal with the status of women, otherwise it would appear that the United Nations did not consider women as human.

Those in favour of establishing the Commission on the Status of Women, said that throughout history it would appear as if this had been precisely the attitude of most nations: most human rights had been enjoyed exclusively by men and had been denied to women.

In arguing for the inclusion of Article 8, specifying the eligibility of women to hold any job in the UN, Jessie Street pointed out that in practically every country in the world at that time, women were excluded from occupying various positions just because the law did not specifically state that women were eligible. Bertha Lutz added that it had always been held that women were included in the general term "men", and it was also true that this had resulted in women being precluded from taking part in public affairs. That such a statement on the status of women was necessary, she went on, was to be proved by looking at the number of women participating in the Conference. Only 1% of the delegates were women, and there were no women in the policy making body of the United Nations.

Well, 35 years later, how are women doing in the United Nations?

The 1979 report of the Secretary-General shows that 22.1% of the professional jobs in the Secretariat are held by women. However, this figure is somewhat misleading because it includes posts with special language requirements which have traditionally been held by a relatively high proportion of women. If these posts are not included, 18.6% of professional posts are held by women. The proportion of women in the upper decision-making levels of the Secretariat is even lower, with only 12% of those jobs being held by women. The average increase in the number of women holding professional positions has been 0.7% per year. It has been estimated that at this rate of increase it will take 41 years for women to achieve equality: that is to hold 50% of the professional jobs.

In terms of representing their countries at United Nations conferences, women are even less evident. For the four major conferences held in the past two years, an average of 8.6% of the delegates were women: so, since 1945 there has been an average increase of 0.02% per year in the number of women delegates. At this rate of increase it will take almost 200 years for women to number 50% of the delegates at United Nations Conferences.

MID-DECADE FORUM

At the same time as the Conference of the United Nations Decade for Women is being held in Copenhagen, a parallel activity will be going on at the Amager Campus of the University of Copenhagen. This is the Mid-Decade Forum. The Forum is sponsored by the Conference of Non-Governmental Organizations in consultation with the United Nations and the Government of Denmark. It will be held from 14 to 24 July.

The purpose of the Forum is to enable women and men from all parts of the world to participate and exchange information and perspectives on the situation of women around the world, with particular emphasis on the areas under discussion at the World Conference. The aims of the Decade for Women - equality, development and peace - will be discussed, as well as the subthemes of the World Conference: health, education and employment. There will also be items on refugees, migrants, racism and sexism. Activities will include workshops, seminars, panel discussions, working groups, films and exhibits.

There will be a daily newspaper produced every weekday morning for distribution to both Forum and Conference participants. Daily briefings will be held for Forum participants on the progress of the Conference.

The Forum will also devise strategies for the areas under discussion but it will not take positions on those issues, nor will it adopt resolutions.

Two consultative meetings have been held in preparation for the Forum, in Geneva and New York. The organizers would be happy to receive suggestions regarding items or activities the Forum might pursue. Such suggestions, and any queries regarding the Forum, should be sent to Hilda Paqui or Marianne Huggard, NGO Mid-Decade Forum, Room 574, 600 Lexington Avenue, New York, N.Y. 10022, USA. Telephone: (212) 751-6850.

INTERNATIONAL FESTIVAL OF WOMEN ARTISTS

Another activity being planned to coincide with the World Conference of the United Nations Decade for Women is the first International Festival of Women Artists. It will be held in the Ny Carlsberg Glyptotek Museum, Copenhagen from 14 to 30 July.

A programme of readings, performances, panel discussions and films to demonstrate the achievements of women in art is planned, along with a continuous slide presentation of works by women artists, a publications display, a postcard display of original art, a poster exhibition and film screenings. It is hoped that women artists from around the world will participate in the Festival.

Information regarding the Festival and how to participate in it may be obtained by sending a self-addressed envelope with an international postal coupon (to cover postal costs) to Helen Lait Kluge, Leerbjerg Lod 15, Ny Hammersholt, 3400 Hilleroed, Denmark. Telephone: (03) 254-615. Women from North America should contact Susan Schwalb, 233 East 21st Street, New York, N.Y. 10010. Please enclose a self-addressed stamped envelope. The deadline for the submission of entries is 1 May. For artists from U.S.A. the deadline is 1 April.

DIMINISHING RETURNS

WOMEN	=	50% of the world's population
	=	33.3% of the official labour force
	=	perform for nearly 66.6% of all working hours
	=	receive 10% of the world's income
	=	own less than 1% of the world's property

UN STAMPS COMMEMORATE DECADE FOR WOMEN

The United Nations issued a series of commemorative stamps on March 7th to mark the United Nations Decade for Women and to coincide with International Women's Day which is observed on March 8th. The stamps are issued in United States, Swiss and Austrian denominations. A special first day cover issued in Geneva is also available.

A painting by Gloria Swanson, the stage and screen actress, has been incorporated into a special first day cover issued by the World Federation of United Nations Associations. Ms. Swanson, who is 81 in March, has painted the earth hurtling through black space. The surface of the earth suggests an embryo. On the back of the cover Ms. Swanson has written: "Woman, like Mother Earth, has an eternal rendezvous with spring". The cover may be obtained from WFUNA, Room DC-360, United Nations, New York, N.Y. 10017, USA.

A souvenir card reproducing three of the new stamps as well as one of the stamps issued in 1975 to mark International Women's Year, is also available. The card includes a brief statement by Kurt Waldheim, Secretary-General of the United Nations.

The stamps, the Geneva first day cover, and the souvenir card may be purchased from the United Nations in New York, Geneva, and Vienna, and from the United Nations Postal Administration sales agencies throughout the world.

WOMEN WORK HARDER THAN MEN

Women work 12% harder than men at their jobs, according to a study by the University of Michigan's Survey Research Center. When education, years of experience and total yearly work are considered, women work 15% harder.

The Michigan study did not take into account household work.

AS WE GO TO PRESS....

The 28th regular meeting of the Commission on the Status of Women concludes in Vienna, Austria. The meeting, held 25 February to 5 March, considered preparations for the World Conference of the United Nations Decade for Women and reviewed the major documents prepared for the Conference. The Commission also discussed the programme of action on the national level for the second half of the Decade. The results of the meeting will be in the next issue of "Women 1980".

COMING EVENTS

7 - 18 April	Preparatory Committee for 1980 World Conference for Women	UN Headquarters, New York, USA
9 - 11 May	Women and Apartheid Regional seminar for North America, Latin America and the Caribbean	Montreal, Canada
19 - 21 May	International seminar on Women and Apartheid	Helsinki, Finland
20 - 23 May	Mass Media and Women International seminar	UN Headquarters New York, USA
7 - 10 July	International Sociological Society research committee meeting on the sociological aspects of the Plan of Action for the Second Half of the Decade for Women	Varna, Bulgaria
11 - 12 July (previously scheduled for 10 - 11 July)	Journalists' Encounter: briefing on 1980 World Conference for Women	Copenhagen, Denmark
14 - 24 July	Mid-Decade Forum	Copenhagen, Denmark
14 - 30 July	International Festival of Women Artists	Copenhagen, Denmark
14 - 30 July	World Conference of the United Nations Decade for Women	Copenhagen, Denmark

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FOR MORE INFORMATION CONTACT:

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WOMEN 1980

Issued by the Division for Economic and Social Information / DPI

World Conference of the United Nations Decade for Women: Equality, Development and Peace

Newsletter No.4

STATUS OF WOMEN COMMISSION MEETS IN VIENNA

Change in the position of women in society is not just a matter for the concern and endeavour of women alone, but something that everyone must be fully involved in achieving. Without the necessary political will, the objectives of the United Nations Decade for Women: Equality, Development and Peace and the implementation of the World Plan of Action, will not be fully achieved. These were among the conclusions of the Commission on the Status of Women which met in Vienna, Austria, from 25 February to 5 March.

Concerned at the apparent lack of progress made during the first five years of the Decade, the Commission underlined the importance for the programme of action for the second half of the Decade to reflect the effectiveness, or lack of it, of the measures undertaken so far to improve the status of women.

The Commission stressed the need for the programme of action to order its priorities and have achievable goals so that, in the words of one delegate, "it will fire the imagination of the world and lead to new initiatives".

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80-44778

FINDINGS BASED ON FIVE YEAR REVIEW

In reviewing the progress made since 1975 in improving the situation of women, the Commission had before it a series of documents prepared for the World Conference of the United Nations Decade for Women which will be held in Copenhagen, Denmark, 14 to 30 July 1980. The documents are based on replies by governments to an exhaustive questionnaire on the implementation of the World Plan of Action.

The World Plan of Action was adopted by the World Conference for the International Women's Year held in Mexico in 1975. It established a number of minimum objectives designed to solve the problems which place women in an inferior position to men, to eliminate discrimination against women, and to increase the involvement of women in all aspects of national life. These objectives were to be achieved by 1980, the mid-point of the Decade.

The responses by 86 governments to the questionnaire were analyzed by the Secretariat of the World Conference and presented as a series of reports covering the areas of health, education, employment, political participation and national planning, national machinery and legislation. The documents will also be reviewed by the third preparatory committee meeting to be held in New York, 7 to 18 April 1980.

The Commission received all the reports favourably and requested that they be issued as one United Nations publication for easy access and reference.

WOMEN'S NON-PAID WORK:

The report on employment was felt to be particularly useful because it emphasizes the importance that non-paid work performed by women has for the process of economic development. It notes that since much of the work of women is not related to the market place, women's work has been neglected or treated inconsistently. It stresses that any attempt to evaluate the employment status of women should identify the extent and importance of their productive activities beyond their participation in the labour market. As one delegate put it "there is a conceptual flaw in any definition of employment which does not consider housewives as being economically employed".

"WELFARE APPROACH":

The report on national planning, national machinery and legislation was also considered to be particularly important for its critical analysis of the "welfare approach" to the advancement of women. According to the report, most of the strategies undertaken by governments to improve the situation of women, see women in terms of passive consumers of development rather than as active participants contributing to the development process. This has meant that policies designed

to achieve their equality within a society have singled women out as a dependent welfare group in much the same way as the handicapped or aged. "Too many proposals", stated one delegate, "are dependent on women being given something, rather than them taking it for themselves". And as the report points out, welfare programmes receive only small proportions of development funds and resources and are the first to be cut back in times of economic difficulty.

"Women are seriously under-valued and their potential under-utilized in the development process" the report states, and alternative approaches that incorporate women as active participants in all aspects of national life should be used: women should be seen as a resource to draw upon.

WOMEN VICTIMS OF DEVELOPMENT:

The report also challenges the premise that economic growth and development are a sufficient condition for the advancement of women, citing research that has shown women as victims of development. For example, the impact of modernization of agriculture has frequently had an adverse effect on female employment: in Gambia, case studies have shown that women's work in agriculture rose from 19 to 20 hours when "improved methods" were introduced, but men's work fell from 11 to 9 hours.

All the strategies adopted by governments for the advancement of women, the report goes on, "are based on the premise that existing socio-economic and political structures can operate in a qualitatively different way to achieve full equality for women. The focus of the policies is therefore the technical incorporation of women in the existing structures. The fact that women continue to occupy a subordinate place in most countries despite the implementation of the policies, should testify to the need for alternative approaches".

ALTERNATIVE APPROACHES; DIFFERENT ATTITUDES

In order for women to achieve full equality changes may be required in the existing political or socio-economic structures of societies, according to the report on national planning. What is required is a process of social transformation where the subordinate role of women is permanently changed to one of equality with men and full participation in all aspects of national life. Such a process is explicitly political as it questions the established direction of change or development in a society.

Women, for all their diversity, hold in common the fact that their contribution to society has generally been "unseen, unquantified and under-valued", Lucille Mair, Secretary-General of the World Conference of the United Nations Decade for Women, told the Commission. Women, as half of productive humanity whose condition is critical to that of the other half, "cannot continue to be regarded as a 'special group' outside the mainstream of the world's concerns and without a voice in the decisions of the world's strategies".

There was a need "to search for solutions of solidarity among women" according to some delegates. "Women have to join together in pursuit of objectives that they have defined and are not being met". The idea of women as a social problem, the welfare approach, was criticized by many delegates who affirmed that this had in fact coincided with their own national experience.

Delegates referred to "the patriarchal social order", to "male dominated decision-making frameworks" and to the way progress for women had been made only in accordance with "the benign benevolence of liberal-minded males".

"Only when women are political strategists and political activists and critical to the survival of a regime, will they be effective", said one delegate. As the report on national planning pointed out: "Elections have been won and lost on issues of land reform and Governments toppled because of their policies on un-employment, but no Government at present in power stands or falls on its policies towards women".

One delegate emphasized the need to halt the trend of thought that the advancement of women was inimical to men, and another summed it up by saying, "a prejudice, particularly about women, is harder to split than an atom".

GOVERNMENT POLICIES SHOULD BE GEARED TOWARDS THE POOREST

In reviewing the draft programme of action to be taken at the national level for the second half of the Decade, the Commission stressed the need for it to set clear targets and measurable objectives.

There was concern that the Plan of Action should not benefit privileged classes of women only, and that the new programme must have an impact where the need was greatest. The fact that the situation of women from some areas of the population had worsened during the last five years, particularly with respect to education and employment for women in rural areas and poorer urban sectors, meant that strategies must be designed to reach these women.

The Commission was particularly concerned about the welfare of female migrant workers and the wives of migrant workers. It was felt that these women had been largely untouched by efforts made during the first five years of the Decade to integrate women in the development process, and therefore measures to assist them should be implemented.

The situation of rural women in general was also of concern. The Commission requested that specific short, medium and long-term proposals to improve the health, working and educational conditions in rural areas be included in the programme of action. In particular, it should include proposals to extend labour legislation and social security to rural areas.

Delegates discussed the need to retain the universality of the programme of action while at the same time enabling governments and women to find it relevant to the widely diverse condition of women within nations and throughout the world.

The diversity of women's concerns and situations and the need to find ways of bringing women together, of overcoming the divisiveness born out of this diversity, was also voiced. "Justice for women cannot be achieved without solidarity among the women of all nations", said Johanna Dohnal, Secretary of State of Austria, in addressing the Commission.

Delegates emphasized the need for government planning to reflect the influence and role of women's organizations and individual women. The importance of women's grass roots organizations as key instruments for mobilizing women and as a means for instilling in women confidence in their capacity to influence change, was stressed in a resolution adopted by the Commission concerning national machinery for monitoring and implementing the programme of action.

The crucial role of national mechanisms for promoting the integration of women in the whole development process was emphasized. Delegates said their national experience had shown that it was not enough merely to have a single focal point such as a commission or women's bureau, within government machinery, to deal with women's issues. Special support units concerned with the problems of women should be established within government departments, especially those concerned with health, education, employment, labour, rural development, credit and marketing.

Delegates underscored the need for co-ordination between all the support units and the commission or women's bureau, and recommended that similar structural arrangements should be made in the bodies of the United Nations system.

DRAFT DECLARATION

The Commission referred to the next session of the General Assembly the question of the elaboration of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security, and against colonialism, racism, racial discrimination, foreign aggression and occupation, and all forms of foreign domination. This followed a proposal made by the African delegates who suggested that as their countries were most affected by the practices covered in such a declaration, the drafting of it should be first considered by them.

CONVENTION BARRING DISCRIMINATION

The adoption by the General Assembly last December of the Convention on the Elimination of all forms of Discrimination against Women was described as a "landmark in the history of human kind" by Helvi Sipilä, Assistant Secretary-General of the United Nations Centre for Social Development and Humanitarian Affairs. The Convention is the culmination of almost 10 years of work by the Commission on the Status of Women and other bodies of the United Nations. It followed the adoption in 1967 of a Declaration on the same subject, which was the first comprehensive international instrument in the field of human rights.

The Convention was opened for signature on 1 March 1980 and so far two countries, Cuba and Sweden, have signed it and one country, Guinea, has acceeded to it. Twenty countries are needed to sign it before it comes into effect. The Commission urged all Governments to do so and asked that a signing ceremony take place at the World Conference of the United Nations Decade for Women.

EQUAL PAY PROSECUTIONS

Belgium, Luxemburg, the Netherlands and the United Kingdom are disobeying directives issued by the European Commission on equal pay for men and women. Proceedings against these countries were initiated by the Commission in February and if equal pay legislation is not implemented within two months, the question will be brought before the European Court of Justice. Originally France, the Federal Republic of Germany and Denmark were also accused but these countries are now undertaking measures to comply with the EEC directives.

AS WE GO TO PRESS....

Plans are being finalized for a seminar on women and the media to be held at UN Headquarters, New York, from 20 to 23 May. The seminar will focus on the need for action to improve the status of women in the media both as consumer and producer and on broader media issues as they relate to women. Twenty five journalists from all over the world have been invited to participate as well as media experts.

ACTION PLANS FOR THIRD PREPARATORY COMMITTEE MEETING

The global programme of action to further advance the situation of women during the second half of the Decade will be the major issue confronting the third and final meeting of the preparatory committee for the World Conference of the UN Decade for Women, when it meets in New York from 7 to 18 April. Action plans for the women victims of *apartheid* in southern Africa, for Palestinian women and for women refugees will also be considered by the committee.

The 23-nation preparatory committee will discuss these action plans as well as all the subjects which will be considered by the World Conference for Women. This includes the review and appraisal of the progress made so far in improving

the situation of women worldwide in the areas of health, education, employment, national planning, national machinery and legislation, and political participation. This review forms the basis for the programme of action for the second five years of the Decade.

At it's last meeting, the preparatory committee stressed the need for the programme of action to be truely action-oriented, a view that was echoed by the Commission on the Status of Women. The programme contains recommendations for action by governments and at the regional and international levels. "Women 1980" will report on the results of the preparatory committee in the next issue.

WOMEN VICTIMS OF APARTHEID:

Assistance measures recommended in the programme of action for women in Southern Africa who are victims of *apartheid* include humanitarian aid to women in South Africa, Namibia and Zimbabwe, as well as to women who have sought asylum in neighbouring countries. Training programmes for women within national liberation movements and to enable women to play an active role in the reconstruction of their countries after liberation are also among the recommendations. There are provisions for establishing a special legal defense fund for women victims of *apartheid* and measures for helping children of women political prisoners. A legal advice office composed of international lawyers who would undertake investigations on disappearances, secret trials and detentions without trials in Namibia and South Africa, is also recommended.

PALESTINIAN WOMEN:

The report on the effects of the Israeli occupation on Palestinian women inside and outside the occupied territories contains an extensive list of measures designed to meet the needs of Palestinian women which have resulted from their dispersion, occupation, and struggle for self-determination, and for the building of national institutions once the Palestinian people attain their legitimate rights. These measures, which will be considered by the preparatory committee, cover such areas as employment, education, family services and health care, legal aspects, the role of women's organizations, research and data collection, and the role of the mass media and culture.

WOMEN REFUGEES:

A study is being undertaken by the Office of the High Commission for Refugees to highlight the problems of women refugees and their families, primarily those in rural settlements and camps. The aim of the study is to find out the most urgent needs of these women and how they can best be assisted to becoming self-reliant. Urban refugees and displaced persons will be the subject of future studies and investigations. These studies will form the basis for a programme of assistance to women refugees the world over.

REPORTS FOR THE THIRD PREPARATORY COMMITTEE MEETING

The Committee will consider the following reports being prepared for the World Conference:

Review and appraisal of the progress achieved and the obstacles encountered in implementing the World Plan of Action:	
- Employment	A/CONF.94/8
- Health	A/CONF.94/9
- Education	A/CONF.94/10
- National machinery and legislation	A/CONF.94/11
- National planning	A/CONF.94/12
- Political participation and peace	E/CN.6/636
- Activities of the UN system	A/CONF.94/20
Programme of Action for the second half of the Decade:	
- at the national level	E/CN.6/623
- at the regional and international levels	A/CONF.94/PC.14
The effects of apartheid on women in southern Africa:	
- the effects of apartheid on the status of women	A/CONF.94/7
- the role of women in the liberation struggle in Zimbabwe, Namibia and South Africa	A/CONF.94/5
- measures of assistance for women in southern Africa	A/CONF.94/6
The effects of Israeli occupation on Palestinian women inside and outside the occupied territories:	
- special measures of assistance	A/CONF.94/4
The situation of women refugees the world over:	A/CONF.94/PC.15
Reports of the regional preparatory meetings:	
- of the Economic Commission of Europe (ECE)	A/CONF.94/14
- of the Economic and Social Commission for Asia and the Pacific (ESCAP)	A/CONF.94/15
- of the Economic Commission for Latin America (ECLA)	A/CONF.94/16
- of the Economic Commission for Africa (ECA)	A/CONF.94/17
- of the Economic Commission for Western Asia (ECWA)	A/CONF.94/18

FOR FURTHER INFORMATION REGARDING THE REPORTS, PLEASE CONTACT:

Una Ellis, Secretariat, World Conference of the United Nations Decade for Women, Room A-555, 866 United Nations Plaza, New York, N. Y. 10017, USA.

FOR ANY OTHER INFORMATION, PLEASE CONTACT:

Information Officer, 1980 World Conference for Women, DESI/DPI, Room 1061, United Nations, New York, N.Y. 10017, USA.

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UNESCO

background notes

FROM THE U.S. NATIONAL COMMISSION FOR UNESCO
DEPARTMENT OF STATE, WASHINGTON, D.C. 20520 (202) 632-2762

Number 2
June 1979

UNESCO & WOMEN

Among all the United Nations specialized agencies; UNESCO has perhaps the broadest mandate. The areas of its competence - education, science and culture - cover a wide slice of human knowledge and experience.

In some respects, it is the philosopher agency, the only one to address such issues as cultural values; the social implications of scientific and technological advances; women as instruments of social change. In other respects it is an innovative agency, fostering research, acting as a catalyst for the exchange of scientific information, developing educational programs and working for the preservation of cultural monuments.

Underlying all these activities is an ideal: building peace through knowledge: "since wars begin in the minds of men, it is in the minds of men that the defenses of peace must be constructed" (UNESCO Constitution).

UNESCO AND WOMEN'S ISSUES

It was mostly through its work on education that UNESCO first began to take special note of the role of women and of the need to assure equal access of girls and women to education. In the 1960's, UNESCO helped several member states launch experimental projects in women's education and development.

At the 1974 and 1976 UNESCO General Conference sessions, the United States introduced resolutions which brought a general debate on women's issues. These resolutions gathered wide support and as a result of their adoption, equality for women became one of UNESCO's major objectives. At the 1978 General Conference session, there were more resolutions on the status of women than on any other subject.

CURRENT ACTIVITIES RELATED TO WOMEN

UNESCO's role for the promotion of women lies in three major areas:

1. Education. The main tasks include:

- Reverse the trend of growing female illiteracy;
- Reduce the imbalance in enrollments of girls in schools;
- Facilitate education for girls and women in non-formal settings;
- Train women teachers;
- Develop teaching on women's rights as part of human rights education.

2. Research and Workshops

Through research and workshops, UNESCO studies the problems which lie at the root of discrimination and serves as an international clearinghouse for the information collected. Past studies have included: sex stereotyping in textbooks; transfer of technology and its impact on women; differences in curriculum for boys and girls; working mothers; causes of drop-out among school age girls.

3. Communication & Media

UNESCO has a unique and crucial role to play in this field of major importance to women. It has:

- Provided assistance for international and regional seminars designed to promote the use of media for encouraging the participation of women in all aspects of social life. One of these workshops took place during the first National Women's Conference held in Houston in 1977.
- Contracted studies on the mass media, and the image of women.
- Launched a unique pilot program, in cooperation with the United Nations Food and Population Agency, by establishing women's features services in Latin America and the Caribbean, designed to increase the production of articles on issues of particular concern to women and to reflect more realistically the changing role and status of women in society. Plans are

now being made to establish features services in Africa, Asia and the Arab countries. These services are also intended in the long run to increase the flow of information among women in different countries.

1980 UN CONFERENCE ON WOMEN

UNESCO, together with all specialized agencies, has been asked to participate actively in the preparations for the 1980 UN Conference on Women. UNESCO will review progress made in the achievements of the aims and objectives of the Decade with special reference to education, point to problems encountered and suggest appropriate programs for the second half of the Decade. UNESCO will also publish the findings of several studies on women to serve as background documentation for the debates.

UNESCO

background notes

FROM THE U.S. NATIONAL COMMISSION FOR UNESCO

DEPARTMENT OF STATE, WASHINGTON, D.C. 20520 (202) 632-2762

Number 3
August 1979

WOMEN AND THE UN SYSTEM

A Guide to Understanding Preparations for the 1980 World Conference of the UN Decade for Women

Women with an eye toward the 1980 UN World Conference for Women may be confused by the wide-ranging UN system of organs, agencies, semiautonomous bodies, and commissions involved in women's affairs. Some are geared especially for the conference-- also called the Mid-Decade Conference-- to be held in Copenhagen, July 14-30, 1980. Others are program-specific, with specialties in agriculture, education, or other aspects of Third World women in development. These UN-affiliated groups with women's components will participate in the 1980 meeting with reports on program accomplishments to date. They will also present implementation plans to meet the objectives of the second five years of the Decade for Women (1976-1985).

As all of the participating groups have different mandates and objectives, described below are the major "players" and how they relate to each other within the UN system. This background information with some brief notes concerning on-going programs may be helpful in reiterating the importance of the upcoming World Conference and its impact on women world-wide.

UN Commission on the Status of Women

Historically and politically the most important UN women's advocate, the UN Commission on the Status of Women was established in 1964 on the initiative of Eleanor Roosevelt. She recommended that the newly-formed United Nations lead the way towards the full emancipation of women. Administratively, the Commission operates out of ECOSOC, the Economic and Social Council. ECOSOC, one of the six main UN organs, serves as the principal clearing-house and forum for debate on social and economic issues. The United States is one of 32 states serving on the Commission, and one of its most active members. The Commission meets on a biennial basis.

The Commission on the Status of Women has worked to set the legal framework for the improvement of women's rights. A Declaration on the Elimination of Discrimination Against Women was adopted in 1967. The Commission has since upgraded this Declaration to a Draft Convention (i.e. international policy agreement) which provides a binding instrument that will become in effect the international Bill of Rights for Women.

During the most recent UN General Assembly completed in January, 1979, a Special Working Group endeavored to complete the Draft Convention with language and sensitivity that would ensure full participation of all member nations. Discussions will resume at the next General Assembly which is scheduled to meet in September 1979.

In 1971, the Commission proposed that the UN designate 1975 as International Women's Year. As a direct outcome of that year, and of the World Plan Action adopted at the 1975 IWY World Conference in Mexico City, came the UN Decade for Women, 1976-1985. The Decade for Women is a period for sustained action at the national, regional and international levels to meet decade objectives. Minimum goals were set for the first five years of the decade and in 1980 the mid-decade assessment of progress will take place.

Preparatory Committee for the 1980 World Conference of the UN Decade for Women

Functioning as a special adjunct of the Status of Women Commission, the Preparatory Committee is composed of twenty-three member nations, including the United States. The Committee members met in Vienna during June, 1978, to recommend the subthemes for the Mid-Decade Conference: "Employment, Health, and Education." The Committee also adopted a provisional agenda that includes the following major items: (1) Effects of apartheid on women in southern Africa; (2) Review and evaluation of progress made in attaining the objectives of the World Plan of Action; and (3) Program of Action for the second half of the UN Decade for Women, 1981-85.

Lucille M. Mair, a Jamaican diplomat, will serve as Secretary General of the Conference with offices in New York. The Committee will meet again in New York during late August 1979 to further discuss plans and substantive issues for the Conference.

Regional Economic Commissions

Also under the administration of ECOSOC, four regional commissions undertake research and make recommendations to ECOSOC, other UN agencies, and the governments within each region. Each plays a vital role in implementing the World Plan of Action since program planning, funding approval, and project selection are key areas of their mandate.

Each of the these commissions will meet for preparatory conferences prior to the 1980 World Conference: Economic Commission for Africa (ECA); Economic Commission for Latin America (ECLA); Economic Commission for Western Asia (ECWA); and the Economic Commission for Asia and the Pacific (ESCAP). The Economic Commission for Europe (ECE) is holding a seminar on the participation of women in the economic evolution of the ECE region.

Centre for Social Development and Humanitarian Affairs

The Centre for Social Development and Humanitarian Affairs, is headed by Assistant Secretary General Helvi Sipilä. The Centre assists the Commission on the Status of Women through its Women's Branch. The Women's Branch is playing a primary role in preparing many of the substantive reports to be used at the 1980 Conference. It also assists the Conference Secretariat with many tasks, including the dissemination of information material.

The Women's Branch has been responsible for two major initiatives aimed at implementing the World Plan of Action: the UN Voluntary Fund for Women and the International Research and Training Institute for the Advancement of Women.

UN Voluntary Fund for Women. The Fund, initiated in 1976 as a natural outgrowth of the International Women's Year Conference, is an effort to implement the goals of the UN Decade for Women by supporting programs that meet the needs of poor women in developing countries. Now totalling $6 million in voluntary pledges, the Fund provides seed money for projects that have been submitted by governments, non-governmental organizations, regional commissions, and UN organizations. Model programs, usually, small-scale, can then be expanded and funded by the UNDP (see below).

Among the sixty projects funded thus far, rural development priorities have been set on income-generating activities in agriculture, consumer and production cooperatives, and small business opportunities (e.g., beekeeping, soap produc-

tion, food preservation, crafts and garment production). In addition, technical cooperation between developing countries has been encouraged through national and regional workshops that critically examine national development plans and existing technologies with consideration of the roles of women.

The resources of the Fund come from voluntary contributions by UN Member States, nongovernmental and intergovernmental organizations, foundations, institutions, and individuals. Monies in the Fund are administered by the Comptroller of the United Nations. The United States has thus far contributed $5 million to the Voluntary Fund.

International Research and Training Institute for the Advancement of Women. At the 1975 Mexico Conference, participants agreed on the need to assist the efforts of all organizations aimed at the advancement of women through training and the exchange of information. Plans were made to establish an International Research and Training Institute for the Advancement of Women. It will be located in the Dominican Republic. The Institute will be a clearinghouse for the collection, processing, and dissemination of information on research, training, and action programs regarding women world-wide.

The Institute is funded by voluntary contributions and when fully operational, will be a resource on women's programs for institutions both inside and outside the UN system. The U.S. has so far contributed $400,000 for its establishment.

SPECIALIZED AGENCIES

United Nations Educational, Scientific, and Cultural Organization (UNESCO). With the broadest mandate of all UN specialized agencies, UNESCO gives special emphasis to women's issues through its educational component. By means of research and workshops, and via communications and media techniques, UNESCO endeavors to promote equal education for women and girls as the best long-term strategy for equality.

Food and Agriculture Organization (FAO). With specialties in agriculture, fisheries, forestry, and nutrition. FAO aims toward integrated rural development and has worked with many UN agencies to increase women's participation in all sectors of food production, agriculture, and rural development.

United Nations Industrial Development Organization (UNIDO). UNIDO was the first UN-affiliated organization to sponsor a preparatory meeting geared toward the 1980 World Conference. In Vienna during November, 1978, delagates met to discuss "The Role of Women in Industrialization in Developing Countries". In collaboration with FAO, UNIDO received several recommendations from the meeting, including the creation of an interdivisional working group on women in industry.

United Nations Development Programme (UNDP). The UNDP is the UN action program that provides technical and financial assistance to developing countries. With wide-ranging programs in all areas of development, UNDP was one of the first to promote guidelines for women's programs, including the use of impact statements in reference to women. Small, model projects funded by the Voluntary Fund for Women may be expanded through UNDP funding.

World Health Organization (WHO). As coordinator of world-wide health programs, WHO cooperates closely with FAO in such fields as nutrition, childcare, primary health care, and food programs. In February, 1979, WHO held a seminar entitled "Traditional Practices Affecting the Health of Women" in Khartoum, Sudan.

International Labor Organizations (ILO). The ILO was founded 1919 with the general aim of advancing the cause of social justice through the improvement of labor conditions. One of ILO's objectives is to create equal employment opportunities for women through adoption of a series of international conventions and employment standards, providing equal pay for equal work. ILO is engaged in several training programs for women and has carried out several studies on employment conditions for women, leading to specific recommendations. In 1977, the United States withdrew from the organization but may consider returning in the future.

United Nations Fund for Population Activities (UNFPA). The UNFPA promotes the formulation of population policies and implementation of population programs. It supports activities aimed at integrating women into the work force and into the educational system.

All the UN specialized agencies have been asked to review progress and list constraints and problems encountered in their efforts to achieve the aims and objectives of the Decade. They have also been asked to suggest appropriate programs for the second half of the Decade. These reports, together with the reports of the regional commission meetings, reports of each member state on their accomplishments and reports of NGO's in consultative status with ECOSOC will be submitted to the Secretary General of the 1980 Conference and form the basis of the discussions.

UNESCO

background notes

FROM THE U.S. NATIONAL COMMISSION FOR UNESCO
DEPARTMENT OF STATE, WASHINGTON, D.C. 20520 (202) 632-2762

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WOMEN AND APARTHEID

Report of the UN Secretary-General on the Effects of APARTHEID on the Status of Women in South Africa, Namibia and Southern Rhodesia (E/CN.6/619, 5 Jan. 1978)

(N.B. The following is a summary of the major findings contained in this report. It was released in January 1978, and therefore does not take into account subsequent changes in southern Rhodesia. An update of the report is currently being prepared.)

One of the agenda items at the 1980 World Conference of the United Nations Decade for Women will be: "Effects of Apartheid on Women in Southern Africa". The call to investigate this topic resulted from a resolution passed at the World Conference for International Women's Year held in Mexico in 1975. This resolution requested that the Secretary-General conduct a study on the effects of apartheid on women in the southern Africa region.

Definitions

What is apartheid? Apartheid is an Afrikaans word meaning "separate development". The Afrikaans language is that of the South African white culture, descendents of Dutch settlers.

Other racial designations used in South Africa are:

Homelands, bantustans and reserves: the designated areas for Africans. Most of these homelands are black spots, that is surrounded by territory owned by whites.

Non-whites include three groups of people - Coloured, Asians and Bantu. The term Coloured refers to South Africans of mixed white and non-white parentage. Asian refers to descendants of immigrants from the Asian continent. Bantu is the official term used to refer to Africans. They are also referred to as blacks.

Reference book and pass book both refer to an official book that all Africans are required to carry with them at all times. This book contains the holder's identity card, as well as particulars of residence, employment, contract, tax receipts and the like. Endorsed out refers to an endorsement in the reference book that withdraws the owner's permission to live, work or seek work in a prescribed area.

Apartheid as a policy

What does apartheid mean to all those living under regimes that practice it?

Although apartheid is a de jure policy of South Africa only, it has also been applied to Namibia and extended to Southern Rhodesia. While in Southern Rhodesia the term apartheid has not been officially adopted, racial separation is nonethe less a reality.

In South Africa, apartheid means a society strictly divided along four racial groups. Of a total population of 25.5 million, there are 4.2 million whites, 2.3 million colored, 700,000 Asians and 18.1 million blacks.

By law, the three categories of non-whites cannot vote or hold office in any national election. The white government of South Africa makes laws for all the population, even though it does not represent the population in its entirety, and it controls the system which regulates interaction among the racial groups.

In South Africa, any form of political activity by non-whites is proscribed. Political suppression of non-whites is effected through a network of oppressive laws. Police surveillance and investigation for acts of "sabotage" usually lead to arrest and imprisonment on non-whites, especially blacks, both men and women.

Social rights, privileges and amenities are disbursed according to racial classification. In earnings as well as in landholdings, whites are allowed by far the most, followed by Asians, colored and finally blacks.

Schools, recreation facilities, hospitals, transport -- in effect, every sphere of life -- are rigidly segregated. Thus in practice, apartheid means not only separate but also unequal rights.

Effects of Apartheid on women

Though apartheid is aimed at race rather than sex, there are adverse effects on non-white women in particular. The following are descriptions of some aspects of the legal system that affect non-white women.

Legal Capacity: Black African married women do not enjoy the same legal status as African men, either under statutory South African law or under the enforced version of customary or tribal law. Under the interpretation of customary laws, the black African married women is deemed to be a minor, under the guardianship of a man, either her father, his heir, or her husband. The legal consequences of being perpetual minors are such that:

1. Women cannot in their own right enter into contracts;

2. Women cannot sue or be sued;

3. Women cannot travel without permission from their guardian;

4. Women cannot own property;

5. Women must turn over any earnings to their guardians.

Marriage and family. The Black African family structure has been weakened by a cruel cycle of laws which force family separations and leave women in a hopeless situation. All blacks need to work and residence permits to work in white areas. In the majority of cases, spouses are not granted work or residence permits to enable the couple to live together. Male breadwinners are therefore forced to leave wife and other family members in the homelands designated for black Africans. If the husband ceases to

send money to his family, his wife is often forced to leave the reserve herself and seek work in town, abandoning the children and old people she sets out to support. Since most African customary law marriages are not recognized by South African law, a women in this situation is without legal recourse and almost without possibilities.

Property and Inheritance. Women are deprived of land by white authorities who allocate land on the reserves. Even women who are heads of families are denied ownership. Inheritance laws also effectively deny women of land as estates usually pass to male heirs instead of spouses or other female family members.

Freedom of Movement. In South Africa, a number of laws have been enacted for purposes of regulating and controlling the number of non-whites migrating into white areas. Non-whites can only "temporarily" reside in the cities if they are needed as labor. Since women have great difficulties obtaining remunerative work in white areas, their right to move is quite restricted. Even when a non-white holds a valid permit to be in white areas, it may be cancelled by a labor officer for any reason. Movement may also be curtailed simply because the official attitude is that married women, children, and older people are "superflouos appendages" to be removed from overcrowded urban areas as quickly as possible.

Living and working conditions. In order to expand and consolidate the geographic boundaries of the white nation, large numbers of non-whites have been removed to reserves. Living conditions in these reserves are extremely harsh: there is little water, housing is crowded, health conditions are very poor. Shortages of food cause malnutrition and even starvation among children. In most reserves, there is limited access to education, but especially so for women. Boys are sent to school first. This means limited access to jobs for women. Of the small number who do work, opportunities are limited to laborers on white-owned farms or as domestics to white families. In urban areas, fewer women work than men, and earn less than men under even more oppressive conditions.

United Methodists Vote "Yes" and "No" on the Rights of Homosexual Persons

by Cathie Lyons

"We insist that all persons are entitled to have their human and civil rights ensured . . . ." These words will be continued in the Social Principles section of the 1980 Book of Discipline of The United Methodist Church. But neither the sentiment nor the sentence ends with this ideal of "rights ensured", particularly when what is in question is the employment and ordination of homosexual persons by the church itself. Immediately following the noble assurance about rights are these words: "we do not condone the practice of homosexuality and consider this practice incompatible with Christian teaching".

The nearly 1,000 delegates elected to be the voice of United Methodism at the denomination's recent General Conference in Indianapolis knew homosexuality would be a key issue in their deliberations. The majority came determined to retain its basic stance against homosexuality as a Christian lifestyle. Debates in the legislative committees and on the plenary floor demonstrated a church trying to come to grips with a concern that could no longer be ignored. The topic had been the subject of acrimonious and emotional debate four years earlier in Portland, Oregon. Later, the firing of Joan Clark, a national agency staff member, after she admitted she was a lesbian; and the debate concerning the reappointment of homosexual pastor Paul Abels to a New York City church focused media and church attention on this issue.

While General Conference left no doubt that homosexuality is incompatible with Christian teaching, it demonstrated a willingness to deal with the debate in a less hysterical manner than at the previous Conference. Though it voted three to one to affirm its prior stance there were notable pleas to the contrary. A concerned churchman from the Iowa Annual Conference

asked the delegates to be aware of the lack of Biblical and theological evidence: that "our tradition does not give us solid authoritative affirmation on this issue". A British visitor, Dr. Kenneth Greet, took the ceremonial occasion of bringing greetings from the "Mother" church to warn delegates against taking any actions that could eventuate in a witchhunt. In his words: "any kind of witchhunt in any part of Methodism in any part of the world would be a dreadful thing. In my country this debate has made us painfully aware of the vast extent of ignorance. . . . There is a great deal about this subject that even the well-informed do not know about it yet, and for a church to unduly pontificate on the basis of slender knowledge is not a responsible way to go about our business".

Does The United Methodist Church ~~really~~ intend to include homosexual persons among those who are to have their human and civil rights ensured? There is room and reason for debate. The General Conference voted to include in the list of offenses for which a minister may be charged, those "practices declared by The United Methodist Church to be incompatible with Christian teaching". Some persons saw this as code language designed to permit Annual Conferences to bring homosexual pastors to trial. Will the sexual orientation of ordained or prospective ministers be a factor which prohibits their formal recognition as persons called to God's service?

As a matter of social principle The United Methodist Church voted to support the concept of human and civil rights, but it also voted against a petition spelling out protection of those rights in practice. Delegates chose not to ask the church to call "upon its agencies, boards, commissions, and educational institutions at all levels to insure human and civil rights of all persons, including employees, regardless of sexual orientation".

To vote for the protection of civil rights is one matter. To put it into practice is another. The years from now until the 1984 General Conference will be decisive. Will the actions taken by the connectional units of The United Methodist Church in regard to homosexual persons demonstrate what Martin Luther King and those who marched with him in the '60's knew: that rights, when applied selectively, are neither civil nor human?

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WOMEN 1980

Issued by the Division for Economic and Social Information / DPI

World Conference of the United Nations Decade for Women: Equality, Development and Peace

Newsletter No.1

PREPARING FOR COPENHAGEN: SECOND SESSION OF THE PREPARATORY COMMITTEE

Preliminary consideration of an outline for a Programme of Action for the second half of the Women's Decade (1980-1985) and of a programme of assistance to women in southern Africa took place during the second session of the Preparatory Committee of the 1980 World Conference for Women, which was held in New York from 27 August to 8 September.

These two issues, together with an evaluation of progress in the past five years, are the three items on the agenda of the 1980 World Conference for Women (Copenhagen, 14-30 July).

The bulk of the work of the second preparatory meeting, which was attended by the 23-member countries of the Preparatory Committee, as well as by observer Governments, specialized agencies of the United Nations, NGOs and liberation movements of southern Africa, centred on a discussion of these two issues.

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Programme of Action for the Second Half of the Decade

In presenting the outline of the programme of action, the Secretary-General of the 1980 World Conference for Women, Lucille Mair, underlined the need not to duplicate the Plan of Action adopted at Mexico City in 1975, but rather to set out an action-oriented programme for the rest of the Decade and beyond based on the experience gained over the last five years.

The Committee stressed the importance of developing a conceptual framework for their work and of basing recommendations for action on an analysis of progress and obstacles since the beginning of the Decade for Women 1976-1985 and prior to this.

A consensus was reached on a number of new guidelines to be used by the secretariat of the 1980 World Conference for Women in drafting the programme. These include among others:

-- linking the situation of women with the establishment of the new international economic order and the new development strategy;

-- promoting women's involvement at the grass-roots level;

-- improving the data for research on women;

-- organizing mass media programmes to eradicate existing biases against women.

Women and Apartheid

The special measures of assistance for southern African women include humanitarian aid, training women for their integration in the leadership of national liberation movements and for the reconstruction of their countries after liberation.

The Committee also accepted a series of new guidelines proposed by the African countries. These would provide for establishing a special legal defence fund for women victims of *apartheid*, as well as exploring the possibility of creating a legal advice office composed of international lawyers. Such an office would deal with "legal disabilities suffered by women in South Africa and Namibia" and would investigate "disappearances, secret trials and detentions without trials".

Other decisions taken by the Preparatory Committee

The Committee decided to hold a third session in New York, from 7-18 April 1980, to consider the documents for the Copenhagen Conference.

It also decided to prepare a study for the Conference of the social and economic needs of the Palestinian women and the special measures of assistance which could be implemented to overcome them. This proposal received widespread support from Committee members, although some delegates stated that they would prefer to retain the universality of the Programme of Action by avoiding reference to specific situations.

RECOMMENDATIONS ON EDUCATION, TRAINING AND EMPLOYMENT OF EUROPEAN WOMEN MADE IN PARIS

The first meeting of a round of regional preparations for the 1980 World Conference for Women took place in Paris from 9-12 July. Other meetings have been or will be held in New Delhi, Caracas, Lusaka and Damascus before the end of this year and will be reported on in subsequent issues of "Women 1980" Newsletter.

The Paris seminar was devoted to the topic of the participation of women in the economic evolution of the European region, with specific focus on the structure of employment, education and training, and time management.

Lucille Mair, Secretary-General of the 1980 World Conference for Women, welcomed the Seminar's emphasis on the economic role of women. There had been, she said, a marked increase in recent decades in the employment of women in the formal labour force. However, the work choice offered to women were limited and, in the context of a sex-segregated market, had inbuilt income disparities. The 1980 World Conference for women will have a double role - to inform women of different regions of their common condition and to devise appropriate strategies for tackling the problems they have in common. The Conference must also identify and attempt to find solutions to problems of concern to specific regions.

The recommendations adopted by the Seminar focussed on: the need to achieve equality in education and training; the need to change the attitudes of all sectors of the public regarding career possibilities for women; the need for more equitable sharing of family responsibilities as well as for fairer distribution of working time between the sexes. A recommendation to study more closely the problems connected with the growing participation of women in the migrant labour force was also made.

ROLE OF NON-ALIGNED WOMEN IN DEVELOPMENT DISCUSSED IN BAGHDAD

For the first time ever, members of the Non-Aligned Movement devoted a conference to the role of women in development at which they established categorically that the full fledged participation by women in the social, political, cultural life of a nation is mandatory to accomplish comprehensive development of the Non-Aligned Countries.

In her opening remarks, Mrs. Lucille Mair, Secretary-General of the 1980 World Conference for Women, underlined the challenge faced by all women in establishing unity through diversity and in understanding one another within that diversity.

A distinction was drawn by the panelists between the theoretical, ideological level of Islam and its practical, applied level. The conclusion was reached that what contributed to the inferior status of women in many Moslem societies was the huge gap between what Islam taught and how it was practised.

Dr. Mernissi took up the economic and class aspects of the subject, pointing out that, as women were increasingly becoming involved as producers in the labour market, they were raising their voices louder against exploitation. She felt that Moslem governments would have to, sooner or later, deal with the conditions of the working women and rethink their economic priorities.

As to the veil, Dr. Mernissi dismissed it as a "class phenomenon". "After all, she said, it is upper class women, educated in Western ideas, who are now wearing it".

Talking of the role of Islam in secular Tanzania, Mrs. Salim said that, although religion was an important element in the lives of Tanzanian people, it was not detrimental to the political structure of the country.

RECORD NUMBER OF GOVERNMENTS RESPOND TO QUESTIONNAIRE ON STATUS OF WOMEN IN THEIR COUNTRIES

Early this year, a questionnaire was sent out to all governments requesting updated information pertaining to the condition of women in their respective countries. The questionnaire asked them specifically to assess the progress achieved since 1975 at the national level towards improving women's condition, to identify the obstacles which they encountered in reaching the goals of the Mexico Plan of Action and to describe their strategies, priorities and plans for the second half of the Decade for Women.

Eighty six governments responded - which must be a record for the UN as far as collecting information goes. The questionnaire, which followed each of the provisions of the Mexico Plan of Action, covered all areas, from legislation to health and education statistics, along with a breakdown of steps taken to improve any discriminatory laws against women.

The secretariat of the Conference is utilizing this information as it prepares the documentation which will be presented before the 1980 World Conference for Women.

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Documentation Available on the 1980 World Conference for Women

Report of the Preparatory Committee on its first session (Vienna, 19-30 June 1978)	-	A/CONF.94/PC.4
Report of the Preparatory Committee on its second Session (New York, 27 August - 7 September 1979)	-	A/CONF.94/PC.12
Final Report of the Conference of Non-Aligned and other Developing Countries on the Role of Women in Development (Baghdad, 6-13 May 1979)	-	A/34/321
Summarized Version of the World Plan of Action adopted in Mexico in 1975	-	DESI.42

Provisional Calendar of Selected Preparatory Events from November 1979 through April 1980

ESCAP Region 5 - 10 November	- New Delhi, India	- Regional Preparatory Meeting
ECLA Region 12 - 16 November	- Caracas, Venezuela	- Regional Preparatory Meeting
ECA Region 3 - 7 December	- Lusaka, Zambia	- Regional Preparatory Meeting
ECWA Region 10 - 13 December	- Damascus, Syria	- Regional Preparatory Meeting
United Nations Commission on the Status of Women 25 February - 5 March	- Vienna, Austria	- 28th Regular Session
Preparatory Committee for the World Conference of the United Nations Decade for Women 7 - 18 April	- UN Headquarters New York	- Third Session

.../...

As we go to press....

The Social and Humanitarian Committee of the General Assembly has adopted a number of resolutions calling among other things for the inclusion of the question of Palestinian women in the agenda of the World Conference for Women and requesting the Conference to review the situation of refugee women the world over.

These resolutions have to be ratified by the General Assembly and will be reported on in subsequent issues of "Women 1980" Newsletter.

Dates to Remember

1972	-	The General Assembly of the United Nations proclaimed 1975 as International Women's Year.
June/ July 1975	-	The World Conference of the International Women's Year was held at Mexico City. It adopted the Declaration of Mexico on the Equality of Women and their contribution to Development and Peace, as well as the World Plan of Action for the implementation of the objectives of the International Women's Year.
Dec. 1975	-	The General Assembly proclaimed the period 1976-1985 as the United Nations Decade for Women with its objectives of Equality, Development and Peace. The Decade was to be devoted to effective and sustained national, regional and international action to implement the Mexico Plan of Action.
Dec. 1975	-	The General Assembly decided to convene at the mid-term of the Decade - 1980 - a World Conference of all States to review and evaluate the progress made in implementing the objectives of the Mexico Plan, and, where necessary, to readjust existing programmes in the light of new data and research available.
Feb. 1978	-	The Economic and Social Council of the United Nations recommended as a sub-theme Employment, Health and Education for the 1980 World Conference for Women.
Feb. 1979	-	Secretary-General Kurt Waldheim appointed Lucille Mathurin Mair of Jamaica Secretary-General of the 1980 World Conference for Women.

WOMEN 1980

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World Conference of the United Nations Decade for Women: Equality, Development and Peace

Newsletter No.3

TEN OUT OF 233 FOR WOMEN

Ten out of 233 resolutions adopted by the General Assembly of the United Nations at its last session directly concerned women. Eight of these resolutions dealt specifically with the United Nations Decade for Women, one concerned the adoption of the Convention on the Elimination of all forms of Discrimination against Women, and one aimed at improving the situation of women in development.

The adoption of the Convention barring discrimination against women was a most important landmark for women. Ratification by 20 States is required to bring the Convention into effect. It was opened for signature on March 1st and Cuba was the first country to sign it, on March 6th. (Details of the Convention can be found in "Women 1980", issue No.2. The Convention itself is contained in UN document A/Res 34/180).

Decisions to add two new items to the agenda for the 1980 World Conference for Women were also taken by the Assembly. The two new items will concern Palestinian women and women refugees. (Details of these are also contained in the previous issue of "Women 1980").

WOMEN IN DEVELOPMENT:

The role of women in development and their full participation in this process, is one of the main areas of concern for the United Nations Decade for Women: Equality, Development and Peace.

In recognition of the importance of this subject, the Secretary-General was to have presented a report to the General Assembly on the effective mobilization and integration of women in development, based on information provided by the various bodies of the UN system. However, a minority of the UN bodies specifically mentioned in the request for information, had provided it, and the Secretary-General felt more time was needed in order that more information might be obtained in which to base the report.

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The report will now be presented to the General Assembly's 1980 session, and the Assembly has requested that it be prepared in time to be submitted to the Preparatory Committee for the New International Development Strategy's 5th session (April 1980) as well as to the third session of the Preparatory Committee for the 1980 World Conference for Women (April). "Women 1980" will report on this in April.

The General Assembly also requested the 1980 World Conference for Women to include in its programme of action for the second half of the Decade (1981-1985) concrete measures for improving women's participation in all sectors of development.

Particular emphasis was given to the need to ensure more effective participation of women in the planning and policy processes of their governments. Governments were requested to provide information on successful projects aimed at improving the situation of Women in development, including their participation in development planning.

Governments were also called upon to ensure equal access for men and women to all public functions in the social, economic, administrative and political areas, and to ensure that promotion was without discrimination. Women, the resolution noted, must effectively participate in formulating foreign policy and in diplomatic representation.

The importance of the participation and integration of women in industrial development was recognized by the Assembly. It requested the United Nations Industrial Development Organization (UNIDO) to consider this question at its conference which was held in January. UNIDO was asked to give particular attention to the adverse impact of new technology on women's traditional skills and occupations, and on ways to facilitate the equal participation of women in industrial development. The UNIDO conference adopted a resolution on women, details of which are given later in this newsletter.

The Assembly welcomed the special provisions on the integration of women in rural development adopted by the conference on Agrarian Reform and Rural Development. Details of these provisions are given later in this newsletter. The Assembly also called on the Food and Agriculture Organization, the United Nations Development Programme and other United Nations bodies to initiate research, projects and programmes on the integration of women in rural development. It asked that special emphasis be given to the problems experienced by women as a result of migration from rural to urban areas, the need for training programmes to enable women to take advantage of new technology, and the need to ensure access for women to land, credit, and marketing facilities.

The Assembly also welcomed the resolution on women, science and technology adopted by the UN Conference on Science and Technology for Development, details of which are given later in this newsletter.

Research and Training Institute:

The Assembly accepted the offer of the Government of the Dominican Republic to act as host for the International Research and Training Institute for the Advancement of Women. This follows the withdrawal in January last year of the offer made earlier by the Government of Iran to have the Institute in that country.

The Institute is intended to stimulate and assist the efforts of women working for the advancement of women. It will provide for research, training, and the collection and exchange of information. It came into being on 30th October last year with the approval of a work programme and budget for 1980-81. It is funded through voluntary contributions and so far $1.6 million has been received.

VOLUNTARY FUND:

The Voluntary Fund for the United Nations Decade for Women will remain for the present in New York following a decision by the Assembly, which also expressed its desire to see the activities of the Fund extended beyond the Decade. The Fund was established to implement International Women's Year in 1975 and was extended to cover the period of the Decade for Women 1976-1985. It provides financial and technical assistance to countries with limited financial resources, to carry out programmes for the advancement of women. Priority is given to programmes of the least developed, land-locked and island countries. So far 60 projects in Africa, Asia and the Pacific, Latin America and the Caribbean and Western Asia are being supported by the Fund, with 33 more awaiting implementation.

WOMEN AND PEACE:

The Commission on the Status of Women was asked to consider at its 1980 session, which was held 25 February to 5 March, the presentation of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security, and against colonialism, racism, racial discrimination, foreign aggression and occupation, and all forms of foreign domination.

HOW DID WOMEN FARE IN RECENT INTERNATIONAL CONFERENCES?

Less than half of the United Nations conferences held since 1976 referred specifically and meaningfully to women in their resolutions, plans of action, or final reports, and a third of the conferences made no mention of women at all.

In recognition of the need to include women in all facets of international conferences, the Economic and Social Council in 1978 requested the topic of women and development to be discussed at international conferences. It also called upon Governments to include women in the planning of conferences and in government delegations attending them. Of the five conferences held since then, three have included the topic of women and development in their final documents. The other two conferences made only passing mention of women. An average of 8.6% of the total number of delegates attending these conferences were women.

The Third General Conference of the United Nations Industrial Development Organization (UNIDO III), held earlier this year, adopted a resolution calling on all Governments to eliminate discriminatory practices and attitudes hampering the effective participation of women in the development process. It also called on Governments to promote the involvement and integration of women in industrial development, and stressed the role that UNIDO could play in this. Reports on women and industrialization were called for and the Conference also recommended that women participate more effectively in the policy-making process of the UNIDO secretariat.

The United Nations Conference on Science and Technology for Development, held last August, adopted a resolution entitled "Women, science and technology" which called on Governments to ensure an equal distribution of the benefits of scientific and technological development, and to ensure that women participated in the decision making process and had equal access to training and professional careers in these areas. It also called on the bodies of the United Nations to review the impact of their programmes on women, and to promote the full participation of women in the planning and implementation of programmes.

The Conference adopted the Vienna Programme of Action for Science and Technology for Development which included a paragraph noting that technological developments did not always benefit all groups of society equally and may have a negative effect on women, in both industrialized and developing countries. "Therefore, steps should be taken to ensure that all members of society be given real and equal access to, and influence upon the choice of technology". Later in the Programme of Action the bodies of the United Nations are asked to strengthen their support for national efforts to promote the full participation of women in the application of science and technology for development.

The Conference on Agrarian Reform and Rural Development, held last July, included a statement on the equal participation of women in rural development in its Declaration of Principles. The Programme of Action adopted by the Conference contains an extensive list of activities for consideration by Governments to facilitate the integration of women in rural development, including action to ensure equality of women's legal status, women's access to rural services, women's organization and participation, and educational and employment opportunities.

The two other conferences held since the 1978 request by the Economic and Social Council for conferences to include discussion on the topic of women and development, were the Conference on Technical Co-operation among Developing Countries, and the International Conference on Primary Health Care, both of which were held in 1978. Passing reference was made to women in one paragraph of the Buenos Aires Plan of Action for promoting technical co-operation among developing countries, and in one paragraph of the report of the Conference on Primary Health Care.

SEX AND THE UNITED NATIONS

The Charter of the United Nations refers to human rights and fundamental freedoms for all "without distinction as to race, sex, language, or religion" in at least four places in the text. The reference to "sex" is today taken for granted, but when the Charter was first drawn up there was no mention of that word. And judging from the battle to get equal rights for women guaranteed in writing, waged by the few women who attended the 1945 Conference held to adopt the Charter, the omission of "sex" was more than just an oversight.

The struggle to get women recognized in the Charter of the United Nations was led by Jessie Street (Australia), Bertha Lutz (Brazil), and Minerva Bernadino (Dominican Republic) aided by Amalia Ledon (Mexico) and Isabel Urdaneta (Venezuela). These women spearheaded the movement to get a special clause included in the Charter

specifying the eligibility of women to hold any position within the United Nations system (Article 8). The inclusion of this article in the Charter was opposed by the United States, the United Kingdom and Cuba. In the final vote which resulted in this article being included, the United States and Cuba voted against its adoption, while the United Kingdom abstained.

The United States and the United Kingdom also opposed the establishment of the Commission on the Status of Women which, along with the Human Rights Commission and the Social Development Commission, was set up under the auspices of the Economic and Social Council. Their argument was that the Human Rights Commission should deal with the status of women, otherwise it would appear that the United Nations did not consider women as human.

Those in favour of establishing the Commission on the Status of Women, said that throughout history it would appear as if this had been precisely the attitude of most nations: most human rights had been enjoyed exclusively by men and had been denied to women.

In arguing for the inclusion of Article 8, specifying the eligibility of women to hold any job in the UN, Jessie Street pointed out that in practically every country in the world at that time, women were excluded from occupying various positions just because the law did not specifically state that women were eligible. Bertha Lutz added that it had always been held that women were included in the general term "men", and it was also true that this had resulted in women being precluded from taking part in public affairs. That such a statement on the status of women was necessary, she went on, was to be proved by looking at the number of women participating in the Conference. Only 1% of the delegates were women, and there were no women in the policy making body of the United Nations.

Well, 35 years later, how are women doing in the United Nations?

The 1979 report of the Secretary-General shows that 22.1% of the professional jobs in the Secretariat are held by women. However, this figure is somewhat misleading because it includes posts with special language requirements which have traditionally been held by a relatively high proportion of women. If these posts are not included, 18.6% of professional posts are held by women. The proportion of women in the upper decision-making levels of the Secretariat is even lower, with only 12% of those jobs being held by women. The average increase in the number of women holding professional positions has been 0.7% per year. It has been estimated that at this rate of increase it will take 41 years for women to achieve equality: that is to hold 50% of the professional jobs.

In terms of representing their countries at United Nations conferences, women are even less evident. For the four major conferences held in the past two years, an average of 8.6% of the delegates were women: so, since 1945 there has been an average increase of 0.02% per year in the number of women delegates. At this rate of increase it will take almost 200 years for women to number 50% of the delegates at United Nations Conferences.

MID-DECADE FORUM

At the same time as the Conference of the United Nations Decade for Women is being held in Copenhagen, a parallel activity will be going on at the Amager Campus of the University of Copenhagen. This is the Mid-Decade Forum. The Forum is sponsored by the Conference of Non-Governmental Organizations in consultation with the United Nations and the Government of Denmark. It will be held from 14 to 24 July.

The purpose of the Forum is to enable women and men from all parts of the world to participate and exchange information and perspectives on the situation of women around the world, with particular emphasis on the areas under discussion at the World Conference. The aims of the Decade for Women - equality, development and peace - will be discussed, as well as the subthemes of the World Conference: health, education and employment. There will also be items on refugees, migrants, racism and sexism. Activities will include workshops, seminars, panel discussions, working groups, films and exhibits.

There will be a daily newspaper produced every weekday morning for distribution to both Forum and Conference participants. Daily briefings will be held for Forum participants on the progress of the Conference.

The Forum will also devise strategies for the areas under discussion but it will not take positions on those issues, nor will it adopt resolutions.

Two consultative meetings have been held in preparation for the Forum, in Geneva and New York. The organizers would be happy to receive suggestions regarding items or activities the Forum might pursue. Such suggestions, and any queries regarding the Forum, should be sent to Hilda Paqui or Marianne Huggard, NGO Mid-Decade Forum, Room 574, 600 Lexington Avenue, New York, N.Y. 10022, USA. Telephone: (212) 751-6850.

INTERNATIONAL FESTIVAL OF WOMEN ARTISTS

Another activity being planned to coincide with the World Conference of the United Nations Decade for Women is the first International Festival of Women Artists. It will be held in the Ny Carlsberg Glyptotek Museum, Copenhagen from 14 to 30 July.

A programme of readings, performances, panel discussions and films to demonstrate the achievements of women in art is planned, along with a continuous slide presentation of works by women artists, a publications display, a postcard display of original art, a poster exhibition and film screenings. It is hoped that women artists from around the world will participate in the Festival.

Information regarding the Festival and how to participate in it may be obtained by sending a self-addressed envelope with an international postal coupon (to cover postal costs) to Helen Lait Kluge, Leerbjerg Lod 15, Ny Hammersholt, 3400 Hilleroed, Denmark. Telephone: (03) 254-615. Women from North America should contact Susan Schwalb, 233 East 21st Street, New York, N.Y. 10010. Please enclose a self-addressed stamped envelope. The deadline for the submission of entries is 1 May. For artists from U.S.A. the deadline is 1 April.

DIMINISHING RETURNS

WOMEN	=	50% of the world's population
	=	33.3% of the official labour force
	=	perform for nearly 66.6% of all working hours
	=	receive 10% of the world's income
	=	own less than 1% of the world's property

UN STAMPS COMMEMORATE DECADE FOR WOMEN

The United Nations issued a series of commemorative stamps on March 7th to mark the United Nations Decade for Women and to coincide with International Women's Day which is observed on March 8th. The stamps are issued in United States, Swiss and Austrian denominations. A special first day cover issued in Geneva is also available.

A painting by Gloria Swanson, the stage and screen actress, has been incorporated into a special first day cover issued by the World Federation of United Nations Associations. Ms. Swanson, who is 81 in March, has painted the earth hurtling through black space. The surface of the earth suggests an embryo. On the back of the cover Ms. Swanson has written: "Woman, like Mother Earth, has an eternal rendezvous with spring". The cover may be obtained from WFUNA, Room DC-360, United Nations, New York, N.Y. 10017, USA.

A souvenir card reproducing three of the new stamps as well as one of the stamps issued in 1975 to mark International Women's Year, is also available. The card includes a brief statement by Kurt Waldheim, Secretary-General of the United Nations.

The stamps, the Geneva first day cover, and the souvenir card may be purchased from the United Nations in New York, Geneva, and Vienna, and from the United Nations Postal Administration sales agencies throughout the world.

WOMEN WORK HARDER THAN MEN

Women work 12% harder than men at their jobs, according to a study by the University of Michigan's Survey Research Center. When education, years of experience and total yearly work are considered, women work 15% harder.

The Michigan study did not take into account household work.

AS WE GO TO PRESS....

The 28th regular meeting of the Commission on the Status of Women concludes in Vienna, Austria. The meeting, held 25 February to 5 March, considered preparations for the World Conference of the United Nations Decade for Women and reviewed the major documents prepared for the Conference. The Commission also discussed the programme of action on the national level for the second half of the Decade. The results of the meeting will be in the next issue of "Women 1980".

COMING EVENTS

7 - 18 April	Preparatory Committee for 1980 World Conference for Women	UN Headquarters, New York, USA
9 - 11 May	Women and Apartheid Regional seminar for North America, Latin America and the Caribbean	Montreal, Canada
19 - 21 May	International seminar on Women and Apartheid	Helsinki, Finland
20 - 23 May	Mass Media and Women International seminar	UN Headquarters New York, USA
7 - 10 July	International Sociological Society research committee meeting on the sociological aspects of the Plan of Action for the Second Half of the Decade for Women	Varna, Bulgaria
11 - 12 July (previously scheduled for 10 - 11 July)	Journalists' Encounter: briefing on 1980 World Conference for Women	Copenhagen, Denmark
14 - 24 July	Mid-Decade Forum	Copenhagen, Denmark
14 - 30 July	International Festival of Women Artists	Copenhagen, Denmark
14 - 30 July	World Conference of the United Nations Decade for Women	Copenhagen, Denmark

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FOR MORE INFORMATION CONTACT:

Information Officer
1980 World Conference for Women
DESI/DPI, Room 1061
United Nations
New York, N.Y. 10017, USA
Tel: (212) 754-6868

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UNESCO

background notes

FROM THE U.S. NATIONAL COMMISSION FOR UNESCO

DEPARTMENT OF STATE, WASHINGTON, D.C. 20520 (202) 632-2762

Number 2
June 1979

UNESCO & WOMEN

Among all the United Nations specialized agencies; UNESCO has perhaps the broadest mandate. The areas of its competence - education, science and culture - cover a wide slice of human knowledge and experience.

In some respects, it is the philosopher agency, the only one to address such issues as cultural values; the social implications of scientific and technological advances; women as instruments of social change. In other respects it is an innovative agency, fostering research, acting as a catalyst for the exchange of scientific information, developing educational programs and working for the preservation of cultural monuments.

Underlying all these activities is an ideal: building peace through knowledge: "since wars begin in the minds of men, it is in the minds of men that the defenses of peace must be constructed" (UNESCO Constitution).

UNESCO AND WOMEN'S ISSUES

It was mostly through its work on education that UNESCO first began to take special note of the role of women and of the need to assure equal access of girls and women to education. In the 1960's, UNESCO helped several member states launch experimental projects in women's education and development.

At the 1974 and 1976 UNESCO General Conference sessions, the United States introduced resolutions which brought a general debate on women's issues. These resolutions gathered wide support and as a result of their adoption, equality for women became one of UNESCO's major objectives. At the 1978 General Conference session, there were more resolutions on the status of women than on any other subject.

CURRENT ACTIVITIES RELATED TO WOMEN

UNESCO's role for the promotion of women lies in three major areas:

1. Education. The main tasks include:

- Reverse the trend of growing female illiteracy;
- Reduce the imbalance in enrollments of girls in schools;
- Facilitate education for girls and women in non-formal settings;
- Train women teachers;
- Develop teaching on women's rights as part of human rights education.

2. Research and Workshops

Through research and workshops, UNESCO studies the problems which lie at the root of discrimination and serves as an international clearinghouse for the information collected. Past studies have included: sex stereotyping in textbooks; transfer of technology and its impact on women; differences in curriculum for boys and girls; working mothers; causes of drop-out among school age girls.

3. Communication & Media

UNESCO has a unique and crucial role to play in this field of major importance to women. It has:

- Provided assistance for international and regional seminars designed to promote the use of media for encouraging the participation of women in all aspects of social life. One of these workshops took place during the first National Women's Conference held in Houston in 1977.
- Contracted studies on the mass media, and the image of women.
- Launched a unique pilot program, in cooperation with the United Nations Food and Population Agency, by establishing women's features services in Latin America and the Caribbean, designed to increase the production of articles on issues of particular concern to women and to reflect more realistically the changing role and status of women in society. Plans are

now being made to establish features services in Africa, Asia and the Arab countries. These services are also intended in the long run to increase the flow of information among women in different countries.

1980 UN CONFERENCE ON WOMEN

UNESCO, together with all specialized agencies, has been asked to participate actively in the preparations for the 1980 UN Conference on Women. UNESCO will review progress made in the achievements of the aims and objectives of the Decade with special reference to education, point to problems encountered and suggest appropriate programs for the second half of the Decade. UNESCO will also publish the findings of several studies on women to serve as background documentation for the debates.

UNESCO

background notes

FROM THE U.S. NATIONAL COMMISSION FOR UNESCO
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January 1980

THE WORLD CONFERENCE FOR INTERNATIONAL WOMEN'S YEAR MEXICO CITY, 1975 - A BRIEF REVIEW

With preparations for the 1980 UN Conference for Women in progress, it is useful to re-examine the precedent-setting World Conference for International Women's Year which took place in Mexico City from June 19 to July 2, 1975. The Mexico Conference highlighted a year which the UN had declared International Women's Year, in keeping with its practice of periodically emphasizing certain global issues. The participants, an estimated 7,000 people, were provided with a long-denied international forum to exchange views and devise strategies for the improvement of the status of women worldwide. It was a historic meeting -- full of excitement, frustration, and challenge.

The Official Conference

The United Nations-sponsored event, with 1,300 official delegates from 133 member nations, met at the Mexican Foreign Ministry. Delegations were headed by prominent women, often the wives of heads of state. The U.S. delegation of forty-three, including ten Congressional advisors, was one of the largest and one of the most active. It was headed by Patricia Hutar, U.S. Representative on the UN Commission on the Status of Women. The Delegation took part in discussions ranging from "the involvement of women in strengthening international peace", "major obstacles to the achievement of equal rights", education, housing, health and women in the workforce.

The Conference worked toward the unanimous adoption of a World Plan of Action. The World Plan of Action is a ten-year program which provides guidelines for national governments and international organizations to further women's full integration in the economic, social, political and cultural life their countries. It also calls on public and private institutions, employers, trade unions, the media, political parties and other groups to take what action is necessary to implement the Plan. It sets minimum targets for the first five-

year period (1975-1980), which include a marked increase in literacy, equal access to education, an increase in employment opportunities for women and an increase in health, nutrition and family education programs.

The unanimous adoption of the World Plan of Action was indeed an impressive accomplishment, given the sensitivities on the subject in many countries, and given the political posturing which inevitably occurs at any official intergovernmental conference. The World Plan of Action heralded a shift in UN emphasis from legislative changes toward implementation of laws. There was a new focus on action and implementing mechanisims as well as a new definition of women as agents actively participating in national development rather than as beneficiaries of special programs.

Political controversies erupted on several subjects and the persistent North/South controvery between industrialized and Third World nations once again pointed to strong divergences on priorities. Third World leaders contended that redistribution of the world's wealth and power - a New International Economic Order (NIEO) - is a prerequisite for the improvement of the status of women and sexual equality. They called on developed countries to increase their help in order to meet the basic economic needs of developing countries. This controversy as to priorities and the political perspectives of the Third World were capsulized in a 12-page paper known as the Declaration of Mexico, which the United Sates did not sign.

The NGO Tribune

The "Tribune" was an alternative conference organized by the nongovernmental organizations (NGO's) in consultative status with the U.N. Economic and Social Council (ECOSOC). Its nearly 5,000 participants, some of whom were delegates and alternates to the official conference, came from widely divergent groups.

The Tribune was an important complement to the official conference and served to channel the views of the growing number of persons with a deep interest in women's issues and a desire to see change. Not under constraints of official representation, the participants proposed several hundred amendments to the World Plan of Action. Though few were adopted because of lack of time for debate, the process itself of forming working groups, and exchanging views led to a new awareness of respective needs among the participants.

The political controversies which erupted in the official conference carried over to the Tribune. Third World delegates spoke again and again of the urgency of meeting the basic needs of all people. They felt that these crucial priorities were more important than the political and social rights for women called for by the more developed nations. It was clear that the Third World viewed as elitist women's movements as they exist in the United States and other developed countries.

Since the Conference, the original organizing committee for the Tribune has evolved into the International Women's Tribune Center based in New York. It functions as a clearinghouse for information on women's projects in development and as a liaison center for researchers.

Follow-up and outlook

In Mexico, goals were set and embodied in the World Plan of Action. As a follow-up, the UN proclaimed 1976-1985 as the UN Decade for Women and decided to convene in 1980 a World Conference to review and evaluate progress made. Member States were given the responsibility of formulating their own national plan of action based on their needs, with their own targets and priorities. In the United States, this was done at the National Women's Conference in Houston in 1977. Many other nations took similar action.

In July 1980 at Copenhagen, the UN system will take a mid-decade look at what has been accomplished by national governmental and international organizations, and what remains to be done. The North/South controversy and other political issues will undoubtedly by interjected into the conference debates. Nevertheless, delegations are likely to better prepared to discuss the real issues in order to plan for the remaining five years of the decade.

UNESCO

background notes

FROM THE U.S. NATIONAL COMMISSION FOR UNESCO

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DIALOGUE ON THE 1980 UN WORLD CONFERENCE ON WOMEN
THIRD WORLD PERSPECTIVE

SEPTEMBER 13 - 14, 1979, WASHINGTON, D.C.

SUMMARY

Preparations for the 1980 Conference on Women will lead American women to review progress made in the United States to implement the World Plan of Action adopted in Mexico City in 1975 and the National Plan of Action adopted in Houston in 1977. The U.S. Delegation will go to Copenhagen ready to tell other countries how the United States has worked to improve the status of American women, especially with regard to health, education and employment, the main issues of the conference.

It is expected that most of the 146 member states (a majority of which are in the third world) of the United Nations will be represented in Copenhagen. They too will have gone through the same reviewing process as in the United States to ascertain what progress has been made in their country and what remains to be done. In order for all countries to move together to improve the status of women, it is essential that the special problems and perspectives of the women from the developing countries be understood as the women from these countries will come to Copenhagen with different sets of problems, needs and priorities.

In an effort to help American women understand these perspectives, the U.S. National Commission for UNESCO organized a dialogue on September 13-14 1979 on "1980 UN Conference on Women - Third World Perspective". At this two day meeting, participants discussed some of the problems faced by women in the Third World, particularly in the areas of health, education and employment. In addition, the participants discussed the question of the effects of apartheid on women in Southern Africa, another important issue of the 1980 Conference. Throughout the dialogue, the participants sought to identify the linkages between the problems encountered by Third World women and those encountered by American women.

The following summary outlines the main points of the presentations and discussions. The oral presentations and the paper prepared by Marion O'Callaghan represent the views of the individuals and the author and do not necessarily reflect U.S. government policy.

EDUCATION

PRESENTATION BY KATHLEEN NEWLAND

WORLDWATCH INSTITUTE

Education is a key factor in the success of individuals in almost any society. For women, however, it is especially important to have access to education in order to become aware of and reverse the discriminatory practices which they still face throughout the world.

In the United States, women are well on their way to achieving equal educational opportunity with men. In the third world, the situation is much less favorable although there has been progress in the last twenty years.

Progress and Problems

Women in third world countries today stand a better chance of having access to education than their mothers did, but not as good as their brothers have. In the 1950's, girls benefitted from important increases in primary school enrollment. Since then, however, the school system in many countries has not been able to keep pace with the growing number of children. As a result, today fewer than two-thirds of all school-aged children actually attend school. Most of those who do not attend are girls.

Illiteracy is still mainly a women's problem. Although a greater proportion of the world's women can read and write today than at any time in history, the gap between illiteracy rates for men and women (28% as compared with 40% worldwide) is widening. In Africa, Asia and the Middle East, there is a difference of at least twenty points between male and female illiteracy rates. Between 1960 and 1970, the number of illiterate women rose by 40 million, while the number of illiterate men rose by 8 million.

Traditional attitudes in many countries continue to be a major obstacle to the improvement of education for girls. Progress has come in instances where a government has forced change upon the population and actively promoted the enrollment of girls in schools. When parents must make a choice of which children will go to school they will usually give boys priority over girls and spend more on their sons' education than on that of their daughters'. Their attitudes, the expectations they have for their daughters and the demands they make on their time contribute to a high drop-out rate for girls.

Even when traditional attitudes are overriden by a government which promotes equal access to the educational system, the institutional sexism in that system often perpetuates stereotype attitudes which are a barrier to women's achievement of equality. Boys and girls are often taught differently, with different curricula which tend to reinforce traditional expectations about women's roles.

What girls learn in school is not necessarily what they need to know. Courses in domestic skills are virtually the only practical training offered to girls whereas the practical knowledge they might need to cope with their economic conditions is seldom given. The exact nature of that knowledge varies but might include subjects such as credit and financing, animal husbandry and basic health care.

Education and the Improvement of the Status of Women

For women, education is a determining factor in their own self image and in their contribution to society. The general effect of education and the process of going to school may be more significant than course content in changing basic attitudes women have about themselves. Performing as individuals rather than members of a family, transcending roles as wives, mothers, sisters and daughters, women and girls can discover a new sense of worth and identity. Furthermore, the experience of mastering the unknown is one that carries over into other areas.

The key areas in which education can help women make the greatest gains are linked to women's greatest problems:

-- Status. Education confers status, be it in the family or social group, or within a village or town. Even in cultures in which age and experience are venerated, access to education for women often allows younger, well trained women to be chosen as leaders.

-- Employment. Country studies show a strong correlation between educational achievement and employment levels that are reached, especially with the completion of secondary education. In Egypt, Syria and Turkey, for example, 21% of women secondary school graduates are employed as compared with 4% of women with only primary schooling.

-- Political participation. Lenin is quoted as saying: "A person who can neither read nor write is outside politics. He must first learn the ABC's, without which there can be no such thing as politics, only rumors, gossip, fairy tales, and prejudices". Women have been denied a voice in policy-making because illiteracy has not allowed them to participate

in the political process. Since leadership rises from the ranks of the educated, it is obvious that women must be educated in order to enter the political system and to effect change for themselves.

-- Fertility. In almost every country, the more education women have, the fewer children they bear. Literacy facilitates the distribution of birth control information which is essential to mitigate the fears and prejudices that surround this sensitive subject. Although the relationship between education and fertility is not one of simple cause and effect and many other factors enter into the equation, population planners have seized upon the apparent correlation between the two as a promising approach to a contentious issue: by promoting universal education, a relatively uncontroversial goal, one promotes family planning.

It would be a mistake to look to education alone as the key to solving economic and social problems as they affect women. Nevertheless, education for women is an absolute prerequisite to the improvement of their condition in society. If women themselves are to initiate the most important changes in their own condition, then they must have the basic knowledge to understand themselves and the world outside their immediate community. Without education, no change is possible.

DISCUSSION

The following points were made during the course of the discussion:

Education is one of the areas where the discrepancies between the third world and developed countries are the greatest. Nevertheless, developed countries such as the United States have their own "third world" with sometimes comparable problems.

- The education system of developed countries often fails to instill a sense of self worth in minorities, fails to link curricula with needs, and even fails to provide basic literacy skills.

- The problem of school drop-outs is similar in all countries, even if it occurs at different levels of education. The rate of school drop-out has always been higher for girls than for boys.

- Long-standing attitudes that educators have about women continue to dictate the type of education that is made available to them and the type of education girls are encouraged to get. Thus, traditional education leads women to traditional jobs and prevents them from competing for better paying jobs.

- These attitudes are reinforced by the church, which in all countries has discouraged women from fulfilling their own potential and encouraged them to assume a subservient role.

- In most countries, education has been urban and middle class oriented, not keyed to needs. Rural and working class girls have suffered most from this situation, not receiving the skills they need to cope with the conditions that are awaiting them.

In the third world, educators will have to look at ways of converting traditional and unpaid women's occupations into income producing activities. In all countries, they will have to teach women the entrepreneurial skills they need and adopt a practical, job related approach to education for women.

EMPLOYMENT

PRESENTATION BY AYSE KUDAT

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN

There was a time when the labor-related problems of women were only those linked to reproduction. Today, labor issues and participation in the labor force are important to women's productive role and to the total economic activity. As such, employment is a key sub-theme of the 1980 World Conference on Women.

According to official International Labor Organization statistics, 54% of all men and 29% of all women in the world were economically active in 1978. The ratio of working men to working women in the developed countries is 57% and 35% respectively. In developing countries, that ratio is 52% and 26%, lower for both groups than in developed countries but with a wider gap between male and female participation.

For women, the range of labor force participation includes very low percentages in many Middle Eastern countries, to some relatively high rates in some Southeast Asian countries. Official statistics also show that there has been no appreciable change in the rate of women's participation in the labor force in the last ten years.

Official statistics, however, are based on traditional definitions of "labor", "activity", "employment" and "unemployment", which fit rather badly into the social and economic realities of developing countries. In developing countries, women are likely to be found mostly in the informal labor force, in activities such as family agriculture, piece work done at home, cottage industries and other secondary activities. By excluding the non-formal sector, official statistics therefore distort the picture of women's real rate of participation and real economic contribution.

Women and the Job Market: Worldwide Trends

- Women earn from 40 to 60% only of what men earn in a given country. In the United States women earn 57% of what men earn, down from 63% in 1956.

- In an economic crisis, women are the first to be eased out of the labor market.

- Women are squeezed into a narrow range of low-income, low-skilled, low-productivity jobs.

- Women are likely to maintain their low position, moving laterally rather than vertically among the ranks of the labor force.

- Many areas of the modern sector remain closed to women so that professional women are heavily concentrated in a few jobs.

- Trend data indicate strengthening of the sex segregation of jobs in many countries.

Women and the Job Market - Additional Third World Problems

- Women work longer hours than men, often in hazardous conditions and with little security;

- Women work at an earlier age than men. In many third world countries, there is a high rate of female child labor. Many young girls are forced to take care of younger brothers and sisters while their mothers go out to paid jobs. Others become servants in households under the cover of adoption. In addition, as more young men stay in school, girls take dead-end jobs in agriculture as seasonal laborers, or as workers in small crafts or other low paying activities.

- Women also work at a later age than men. Few women are covered by retirement systems, even though they may have worked all their lives. If widowed or single, they must continue to work past normal retirement age.

- Women lack opportunities for education and training, vocational guidance or career development possibilities.

- Women participate in the labor force with inadequate nutrition for themselves, without the most elementary social and health facilities and without adequate child care.

- Women's ability to cope with the formal labor market is very limited. Without adequate education, they often don't know their rights and are unable to organize among themselves. The isolation of atomized jobs, often done at home, usually precludes discussions or meetings with women in similar situations.

- The problem of migrant women in developing countries or from developing countries is particularly acute since they are growing in numbers. The labor force participation of these women, always in the lowest possible jobs, is higher than those of the native women, in national and international scenes alike. Yet they are the least able to cope with a generally hostile environment and help themselves to move out of dead-end occupations.

Outlook & Positive Trends

The link between education and employment is not as direct nor as positive as one would hope. Cultural factors continue to prevent the full utilization of educated women so that incremental increases in education are not matched by increases in female labor force participation. Similarly, higher levels of education are not matched by higher paying jobs for women. Nevertheless, an increase in the educational level of women and girls is essential if they are to have any chance of competing with men for hard to obtain jobs.

The decentralization of certain industries may help women in Asia and Africa where female participation in agriculture is decreasing with an increase in farm mechanization. Textile industries, trade and food processing centers are the most common enterprises. This decentralization may provide not only employment opportunities but also training for more skill-oriented employment.

Rural cooperatives offer another opportunity for women to achieve economic independence and gain management expertise. Finally, although unionism is not common among third world women, opportunities for women to organize and educate themselves on their rights and real economic role are important factors in the process of changing women's work status.

DISCUSSION

The following points were made during the discussion:

Although there are great differences worldwide in the rate of participation by women in the labor force, and in their employment possibilities, there are common problems shared by all women with respect to employment.

- Whereas women and girls constitute one-half of the total population, one third of the official labor force, and perform an estimated two-thirds of work hours, they receive only one tenth of the world's income.

- Women everywhere are still struggling to receive equal pay for work of equal value.

- Women worldwide face employment discrimination based on class, skill and holdover attitudes concerning the value of women's work.

- Statistics worldwide fail to give an accurate picture of women's real contribution to the economy. These statistics tell us that only 29% of the women worldwide are in the labor force. It would be a mistake, however, to assume that the remaining 71% are not working. The majority of women work one way or another, outside the formal labor force, and their work is discounted. This work takes the form of: animal husbandry, food processing, child care, handcrafts, water carrying, textiles, housekeeping.

- Because of this attitude regarding the informal sector, women themselves are deprived of benefits reserved for the formal labor force. Furthermore, planners form an unrealistic idea of what the level of production in a given country can be. Planners also tend to give a false value to the cost of basic needs and to expect that women will continue to provide basic services for free in addition to entering the formal labor force. Many present day social problems in all countries are caused by a lack of attention to the question of who will perform "women's tasks"?

HEALTH

Presentation by Isabel Nieves

International Center for Research on Women

The health status of over one-half of the world's population is a major theme of the 1980 Conference on Women. Because the health status of women is determined both by biological and social factors, it is an issue which touches on many social problems. When discussing health, differences appear between rich and poor within developing countries and between developed and developing countries. These differences are due in the last analysis, to poverty and deprivation in the third world.

In developing countries, common health problems such as transmissible diseases, malnutrition and infections, can be theoretically cured by medical science. The medical knowledge and technology necessary to eradicate these diseases is available. Money, commitment and local infrastructure are still needed to eradicate these problems. In the meantime, the combination of poverty, lack of education, scarcity of health care resources, and lack of access to existing ones, perpetuate the poor health of all people, and especially women and children.

As an indication of the differences due to social and economic conditions, statistics show that a 40-year-old woman in a developed country has a greater chance of surviving childbirth than a 24-year-old in a developing country. Likewise, the rate of maternal deaths is much smaller in the developed countries. In the United States, that rate is 10 for every 100,000 births among women in their early twenties as compared with Bangladesh where it is 380 for every 100,000 births.

Health Problems Related to Women's Reproductive Role

Traditionally, women's health issues have been defined exclusively in terms of women's reproductive role in society. In fact, as childbearers, women in developing countries face some of the highest risks to their health.

Moderate chronic malnutrition is a common ailment among women due to the usual shortage of adequate foodstuffs and/or the poor's inability to purchase foods

with high-quality nutrients. This inacessibility is compounded by the behavioral expression of a preference for male children: in a great number of societies boys are fed before girls and often better than them. Adult women -- including pregnant women -- usually eat last. Malnutrition is a fact of life for most of the world's children. Female children carry the additional disadvantage of having to bear children under these conditions of moderate but chronic malnutrition upon reaching young adult status. Between 20 and 30% of these female children will be giving birth to underweight infants in their adolescent years. These infants, in turn, will begin life with the odds piled against them; if they are females they will group up to be malnourished mothers giving birth to malnourished infants, thus re-establishing the cycle.

Breastfeeding is a taxing physical experience which a healthy female body which has undergone adequate weight gain during pregnancy can sustain easily. Most third world women do not even reach the minimum acceptable weight gain during the prenatal period and yet breastfeed each of their children from 6 to 18 months, depleting their bodily resources even more. They will become pregnant again before their bodies are able to recover, giving rise to the maternal depletion syndrome. The current emphasis on promotion of breastfeeding practices, if unaccompanied by programs to feed these malnourished women, will serve to intensify this depletion syndrome.

Women in third world countries have little control over their reproductive system. Abortion is illegal in nearly all third world countries and yet women continue to seek abortions. Abortion complications contribute to a high maternal death rate and, in some Latin American countries, are said to drain a staggering 60% of hospital resources for obstetrical and gynocological care. Access to contraceptives is generally inadequate, although there has been some improvement in many countries. However, contraceptive availability may be, at best, a mixed blessing for the majority of third world women, as there is some ground for fearing that chemical contraceptives may have a more detrimental effect on the health of chronically malnourished third world women than commonly thought.

As caretakers of their families' wellbeing -- a function expected of them as an inextricable part of the traditional wife-mother role -- women are least able to assume the sick-role, i.e., to delegate obligations and

responsibilities, reduce their workload and behave like a sick person, including being cared for. This often means that women continue to work right through their illnesses and seldom have access to the health care they require. Their own health needs are the last to be attended to.

Health Problems Related to Women's Productive Role and to Development

Yet, in spite of the gravity of health problems associated with women's reproductive role, a definition of female health which is not also based on her productive role in society is incomplete and inadequate, especially in view of the increasing participation of third world women in the development process. As development opens more opportunities for women, so too will it expose them to increasing series of occupational hazards and diseases which were traditionally endured mostly by men. What can we expect for third world women who enter the labor force in growing numbers? Women who already suffer heavily from health problems may actually be negatively affected by development, and faced with additional threats to health. Among these the most prominent are:

-- stress-related diseases, such as cardio-vascular problems and gastrointestinal disorders;

-- occupational diseases related to the use of machinery, vehicles and exposure to toxic substances;

-- cigarette related cancers and other respiratory ailments due to the increase in cigarette smoking among women;

-- mental stress due to abrupt changes in lifestyles;

-- overwork, or the doubleday phenomenon, whereby women suffer the exhaustion that comes from being full-time participants in the labor force but are also fully responsible for all family and home care, especially as they often are sole heads of household.

New Approach Needed

Given the broad scope of health problems women in the third world face, development programs should redefine women and health to include a focus on women's productive role rather than insisting on defining women's health as reproductive health.

Women outside the childbearing years, non-pregnant women, and those with children older than age five are often not covered by current health care programming. Yet these women contribute to the economic activity of their country and need health care. Furthermore, those women who do fall under and are covered by the classical or orthodox health categories of maternal and child health do not receive attention for health problems not related to their roles as wives and mothers, e.g. mental health.

A more functional approach to identifying women's health needs is necessary to reflect women's real role in society as opposed to their role as perceived by the planning and medical establishments. For health care purposes, women could be identified by:

(1) type of work
    a. at home or away from home
    b. paid or unpaid
    c. within a modern monetary system or a traditional noncash system
    d. within the formal or the informal sector of society
(2) type of household, including female-headed households;
(3) type and place of residence: urban or rural environment.

With a functional approach and an emphasis on women's productive rather than reproductive roles, the double-edged sword of development could have a less severe impact on the health of third world women. With a greater commitment of resources to basic human needs, the health status of both women and men could be dramatically improved.

DISCUSSION

The following points were made during the course of the discussion:

There are a number of similarities between health problems of women in the third world and those encountered by large numbers of American women. The major problem is one of availability of quality health services and access to such services. In addition, women in both rich and poor countries must deal with such issues as:

-- contraception: current methods need to be reexamined and more research done on long term effects;

-- abortion: too many illegal abortions are still performed and there is need for more education with regard to contraception and abortion;

-- teenage pregnancy: the problem has reached epidemic proportions in the United States and is serious throughout the world;

-- occupational hazards.

A disturbing problem was raised: that of drugs which are not approved for sale in the United States but are nevertheless sold in third world countries.

RACISM, SEXISM, APARTHEID

SUMMARY OF A PAPER PREPARED BY MARION O'CALLAGHAN

UNESCO, PARIS

Racism & Sexism - Some Common Threads

There is much in common between racism and sexism. Both use real or supposed biological differences to define status, access, wealth and power. These differences are not individual differences, they are group differences whereby "black" becomes a shorthand symbol of a category of things blacks are supposed to be and do. Similarly, women are biologically different and from this difference is supposed to flow other "natural" and hence unchangeable and immutable differences.

These differences that are attached to blacks and women are remarkably similar in that they have to do with access to power and to wealth. Subordinate races in any country, women in all countries, are held to be unable by nature to "be good at" certain subjects, namely science and technology, the backbone of modern society. On the other hand, blacks and women are held to be good at exactly those things which disqualify them from control over power and wealth: the arts and humanities or religion.

As a consequence of their "natural" incompetence, it is necessary that the dominant group, the superior race of men, make major decisions for the interior groups, the interior race or women. Blacks and women are disqualified from certain areas that are key to political power and they are confined to occupations that keep them away from economic power. This political and economic structuring is accompanied by mechanisms which ensure selection through the education, a mass media which perpetuates stereotypes of "separateness" and religious institutions which complement and legitimize the dominant ideology.

It would be a mistake, however, to see the two types of discrimination, racism and sexism as exactly the same. Women are not subjected to housing ghettoes and only under race circumstances are they subjected to specific policy measures. Moreover, in the case of the women of the "inferior races", sex inequality is superimposed on racial inequality.

In liberal societies, racism and sexism operate at a non-formal level and the situation remains to a large extent

hidden. Thus, if we wish to see the real way in which racism and sexism interact, we must examine a society in which they work in a near ideal construction. The most perfect of these is South Africa.

Apartheid

Apartheid is an African word meaning separate and refers to the official policy of the Republic of South Africa where each ethnic group is kept separate from others. The major classification is between Blacks, Coloured, Asians and Whites.

Separateness in no way implies equality. It is enforced by dominance, buttressed by discriminatory legislation and regulations governing the distribution of land, banking, access to occupations, the right to vote, to assemble and move, and practically every other aspect of social life. Added to this is the creation of homelands, which are justified as a way of preparing Africans for their independence and a way of preserving tribal customs, but in fact ensure the flow of cheap African labor to South Africa.

Apartheid and Sexism

While racism remains the fundamental structure of South African Society, sexism is imposed in each of the racial segments. The general ranking is therefore white male, white female, coloured male, coloured female, black male, black female. White women are discriminated against within white society but they rank higher than blacks of all sexes. This double discrimination obscures issues and prevents an emergence of a common fight against both racism and sexism.

How is the Black African woman affected by racism and sexism? Briefly, here are the main obstacles she faces:

- Job opportunities in the homelands are extremely limited. Africans may leave only through finding jobs where they are needed in white areas, and these are usually in fields reserved to men: mining, construction and agriculture.

- A wife is not allowed to join a husband who has found work outside the homeland;

- Should a woman find work in town, usually as a domestic, her husband will not be permitted to live with her;

- This has led to a deterioration of African marriages, a high proportion of separations and a high proportion of divorces. Women in all these situations are the great losers;

- Marriage laws are in two forms, tribal and common South African law, with complicated rulings that lessen the

rights of black women. Once married, women have few legal rights and little economic security;

- South Africa's policy to preserve customary or tribal law is selective and certain interpretations of that law actually take away from the status traditionally enjoyed by black women;

- Women who are left behind in the homelands to care for the children and the aged are pushed into uneconomic small farming or subsistence cropping; contrary to real tradition, however, women are not allowed ownership of the land they work;

- Women suffer to a high degree from diseases linked to malnutrition; a high proportion of their children, estimated in one town at 30%, die before the age of two because of malnutrition;

Apartheid therefore deliberately denies to African women even the rights acquired by women in liberal societies. Racist legislation interferes with the right to choose a husband. Women may neither choose their occupations, change freely, nor freely look for work. They do not have security in marriage. The first action therefore on behalf of women in South Africa is to dismantle the system of Apartheid, the rest can then follow.

DISCUSSION

The following points were made during the discussion:

What happens to women in South Africa affects women throughout the world. Apartheid is a global issue, a basic human rights problem which women outside South Africa have a responsibility to inform themselves on. Two basic aspects have to be considered:

- it is essential to look not only at the effects of apartheid, but at the root of the problem. The basic situation is that of a minority using tactics of oppression and destruction to crush the majority, retain its economic superiority and survive as a group.

- trade interests have a key influence on the relationship between South Africa and other countries, and these are to be monitored. The transfer of nuclear technology, which has permitted South Africa to acquire a nuclear capability, is a particularly troubling area. Trade policies such as an oil embargo or cutting off technical cooperation can be used to put pressure on the South African government.

In the United States, there is a need to put pressure on legislators for the U.S. ratification of the international human rights covenants, so as to show clearly where the U.S. stands on these issues.

UNESCO

background notes

FROM THE U.S. NATIONAL COMMISSION FOR UNESCO

DEPARTMENT OF STATE, WASHINGTON, D.C. 20520 (202) 632-2762

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WOMEN AND WORLD PEACE

Prepared in cooperation with the Women's International League for Peace and Freedom, a member of the U.S. National Commission for UNESCO and a non-governmental organization holding consultative status with the UN Economic and Social Council (ECOSOC).

The official name of the 1980 Copenhagen Conference on Women is: World Conference of the United Nations Decade for Women: Equality, Development and Peace. While the subthemes of the Conference - health, education and employment - were selected to ensure that it would be an action-oriented conference, it is well to remember that the overall theme of the UN Decade for Women (1976-1985) is Equality, Development and Peace.

Peace is the ultimate goal of the United Nations. It is also a stated objective of all UN member states. Yet, peace remains as elusive now as ever and wars continue to be fought in its name. Several peace research institutes have been studying this problem for many years. Some are also beginning to ask the question: where have women been?

Women's Role in Fostering Peace

Women are eminently suited to work for peace. Throughout history, women have generally practiced peacemaking skills in the home and in the community. From earliest times women were society's growers, nurturers and rearers of children. In tracing women's experience through the last 10,000 years in The Underside of History, Elise Boulding notes "the predominantly human-welfare-orientation of women's activities, in all social classes, and the predominantly conquest-and-dominance-orientation of men's activities."

There are many instances of peacemaking on the part of queens or advisers to kings and heads of state, and many examples of peace heroines among peasants and working women that have gone largely unrecorded in the pages of history. There are also exceptions to this generalization but it is clear that traditionally women have not been as prone to military adventurism as men have proven themselves to be.

Birth of the Women's International Peace Movement

World peace was a major concern of many activists in the 19th century women's movement in Europe and the United States. Emanating from the humanitarian spirit of the 1800s, and an internationalist perspective notable in many women's activities, the women's international peace movement was also a reaction to the development of strong national states with the power and willingness to wield the new machinery of mass slaughter.

In the early 19th century, peace societies began to grow through correspondence. The first were active by the 1820s in England and the 1830s in the United States. Anglo-American Olive Leaf Circles were formed by the 1850s. There were publications such as "A Vision of Peace and War" (1802), and "An Examination of the Principles Considered to Support the Practices of War" (1823), both by Englishwomen and the latter translated into several languages. Women attended -- and addressed-- the first international peace conference in 1848 in Brussels. In the 1860s, Frederika Bremer of Sweden initiated an international women's peace committee. One member, Priscilla Peckover, an English Quaker, formed the first international women's network with members in twelve countries including Russia, Japan, Polynesia and Turkey. In the 1890s, Bertha von Suttner's book "Down With Arms" won its Austrian author international attention and the Nobel Peace Prize which she had earlier persuaded Alfred Nobel, the inventor of dynamite, to establish.

In 1915, after the outbreak of World War I, 1,450 women from enemy as well as neutral nations met in The Hague and pledged to continue to work for peace throughout the war and thereafter. An American of international renown, social worker Jane Addams of Hull House, became the first president. Emily Greene Balch, history professor at Wellesley, was named secretary. After the War, the Congress met again and adopted the name "Women's International League for Peace and Freedom."

The international office was established in Geneva, site of the League of Nations. Jane Addams and Emily Balch later won Nobel Peace Prizes for their work with the League.

In the United States, suffragists founded the Women's Peace Party, also in 1915, with Jane Adams serving as the first president. After the war, the Women's Peace Party became the U.S. Section of the Women's International League for Peace and Freedom (WILPF), which is still still active today.

In the 20s, Carrie Chapman Catt founded the Cause and Cure of War, active for about 20 years.

Peace vs. War in Recent History

After the first World War, women swelled the popular sentiment for disarmament. In the U.S., "Pax Special" trains were arranged by women conducting a signature campaign in the millions for presentation to the Geveva Disarmament Conference in 1932. Women's groups were so well represented in Geneva at that time that one New York newspaper headlined "Where Are the Men?" Despite public opinion, all disarmament negotiations failed as the great powers refused to give up their weapons and armies.

The end of World War II in 1945 saw the beginning of the nuclear age and the founding of the United Nations. Since then, the two divergent trends have grown steadily: on the one hand there has been the competitive development of ever more destructive weaponry and the channelling of ever increasing resources to armaments at the expense of resources available for development; on the other hand, there has been a growth in the understanding of the costs and dangers of the arms race, and the need for peace and for the work of the United Nations.

According to UN statistics, global expenditures on armaments are currently estimated at $400 billion a year. 500,000 scientists and engineers are employed in military projects using 40% of all the funds allocated to research and development. Half a billion people are seriously malnourished or starving, 1.4 billion without safe water. Expenditures for each school-age child average $230 annually, for each soldier $14,800. Half the school-age children in developing countries are not in school.

Now the question is raised: where are the women?

Women Working for Peace in the U.S.

Activities of the few American women's peace groups in the 30s, 40s and 50s focussed on Congressional investigations into the "merchants of death", international delegations to tension areas such as Haiti, Indochina, Nicaragua, and China, campaigns against anti-semitism and for racial equality, the first Inter-American Congress of Women in Guatemala in 1947 and an Emergency Peace Campaign to attempt to head off World War II. In the last twenty years, American women have played a key role in two peace movements, one for nuclear disarmament and one against the war in Vietnam.

Nuclear Disarmament. In 1952, the U.S. began to test H-bombs, followed a few years later by the Soviet Union. By 1957, the concern about nuclear weapons focussed on the radioactive fallout from nuclear bomb tests. Negotiations for a test ban treaty had been underway for many years, but it was not until U.S. women became conscious of the Strontium-90 in their milk and in their babies' bones that the movement took on new urgency. Women went to Washington to lobby the Congress and to picket the White House. They held vigils, demonstrations and meetings in town and cities across the country. In 1961, Women Strike for Peace, an ad hoc action group, was born, and local Women for Peace and Voice of Women groups were formed. In 1963, the test ban treaty was concluded between the U.S. and the U.S.S.R. Pressure for a total ban on all testing continues, but at a somewhat reduced level.

Vietnam. The peace movement burgeoned to such an extent during the Vietnam war that for the first time in U.S. history, it was a major contributing factor in bringing a war to an end. In the many anti-war coalitions which formed, dissolved and re-formed, women were very active, performing essential tasks in the communities, although men were predominant among the leadership. In 1967, the Jeannette Rankin Brigade was formed, in honor of the early pacifist Congresswoman. Five thousand women marched on the Congress in January 1968. Many mainstream women's organizations came to support the anti-war effort.

Polls consistently showed more women opposed to the war than men. One of the recent organizations, another Mother for Peace, popularized the slogan: "War is not healthy for children and other living things."

Women Working for Peace Around the World

In recent years, women have taken action for peace in numerous and imaginative ways. In South Africa, white and black women have joined in their work against apartheid. Arab and Israeli women have met to discuss their differences and discover their similarities. Soviet and U.S. women have conducted an 18-year long series of seminars on peace issues. Two Irish women, one Catholic and one Protestant have won the Nobel Peace Prize for their joint efforts to end the violence in Northern Ireland by capitalizing on the strong desire for peace within the population.

Although men still comprise about 90% of the national missions to the United Nations, about 60% of the non-governmental representatives are women. They are becoming increasingly involved in peace and disarmament issues. Since 1975, they have organized two international women's disarmament seminars. While there was only one woman spokesperson among the 150 government delegations at the 1978 United Nations Special Session devoted to disarmament, six of the 25 non-governmental organization spokespersons were women.

Can women be a decisive factor in changing the bloody course of history?

The experience they have gained suggests that they can, -but might not. With a few exceptions, women have essentially been in compliance with the war system, although increasingly victimized by war. They have primarily reacted to crisis, disasters and wars brought about by others rather than taken an active role in eliminating war and militarism from the general acceptance they still receive.

Women are coming to realize that the arms race impinges upon their lives in costly and dangerous ways. A fateful coincidence indeed is the fact that men have reached the point in the long evolution of human history when they can destroy all life on the planet, just at the

time when, after thousands of years of subordination, women are in revolution around the world. In seeking Equality and Development, women have the opportunity also to bring about Peace --without which Equality and Development will be elusive.

* * *

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UNITED NATIONS

Division for Economic and Social Information

Department of Public Information

DPI/DESI NOTE IWD/21
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UN ADOPTS CONVENTION BARRING DISCRIMINATION AGAINST WOMEN

A Convention on the Elimination of All Forms of Discrimination against Women was adopted by the General Assembly of the United Nations on 18 December and is now open to all Governments for signature, ratification, or accession. Ratification by 20 States is required to bring the Convention into effect.

The six-part, 30 article Convention is the result of five years of consultations by various bodies of the United Nations. It defines discrimination against women as being "any distinction, exclusion, or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other fields."

The first sixteen articles of the Convention cover measures to be taken by States to eliminate discrimination in various fields, including political and public life, the right to nationality, education, employment, health, marriage, and family. The rights of rural women are given special attention, as are the elimination of stereotypes and the suppression of prostitution.

Among the specific duties required of States party to the Convention is legislative action against laws, regulations, customs and practices which discriminate against women. States are required to modify social and cultural patterns of conduct to eliminate prejudices or practices based on the idea of the inferiority or superiority of either sex or on stereotyped roles for men and women. States must ensure that education includes a proper understanding of maternity as a social function and of the common responsibility of men and women in the upbringing of their children.

States are also bound to suppress traffic in women and the exploitation of prostitution of women. They must grant women equal rights with men to acquire, change or retain their nationality and ensure that neither marriage to an alien nor change of the husband's nationality during marriage would automatically change the nationality of the wife, render her stateless or force upon her the nationality of her husband.

The Convention also deals with marriage and family relations. It binds States to ensure that men and women have the same right to freely choose a spouse and enter into marriage only with their free and full consent, the same rights and responsibilities during marriage and at its dissolution, equal rights as parents including the right to decide on the number and spacing of their children, and the same rights with regard to guardianship, trusteeship, and adoption, in all cases keeping the interest of the children paramount.

In the areas of health, education and employment, which are the subthemes of the 1980 World Conference for Women, States are required to ensure on the basis of equality of men and women, access for women to health care services, including those relating to family planning.

Regarding education, the Convention binds States to give women equal access to educational establishments, to the same curricula as men, and to scholarships and programmes of continuing education, particularly those aimed at reducing any existing gap in education between men and women. It also requires States to eliminate stereotyped concepts of the roles of men and women and to encourage co-education.

In the area of employment, the Convention establishes the right to work as an inalienable right of all human beings. It requires States to give women the right to the same employment opportunities as men, to free choice of profession, to equal remuneration, promotion, and job security. States are also required to prohibit the dismissal of women on the grounds of pregnancy, to introduce maternity leave with pay, and to encourage the development of child-care facilities.

The rest of the Convention concerns the establishment of a special Committee composed of 23 experts "of high moral standing and competence" who would serve in their personal capacity to monitor the implementation of the Convention. States party to the Convention are required to report to the Committee in the first year and then every four years on the measures they have taken to put into effect the provisions of the Convention.

The Convention also includes articles covering the settlement of disputes between States over interpretation or application of the Convention.

The idea of drafting such a Convention originated in 1972 when the United Nations Commission dealing with the Status of Women sought to translate into action the set of principles contained in a Declaration on the Elimination of Discrimination against Women which had been adopted by the General Assembly in 1967. Work on the Convention actually began in 1974.

The Assembly also adopted a covering resolution for the Convention by which it considered that discrimination against women was incompatible with human dignity and the welfare of society and constituted an obstacle to the full realization of the potentialities of women. It also affirmed that women should participate and contribute on an equal basis in the social, economic and political process of development.

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WOMEN 1980

Issued by the Division for Economic and Social Information / DPI

World Conference of the United Nations Decade for Women: Equality, Development and Peace

Newsletter No.2

NOT ENOUGH PROGRESS

There has not been enough progress made in improving the situation of women. This was the conclusion of the regional preparatory meetings that have now been held for the 1980 World Conference of the United Nations Decade for Women: Equality, Development and Peace.

The preparatory meetings were held to assess the implementation of the World Plan of Action adopted by the 1975 World Conference of the International Women's Year, held in Mexico, and to draw up regional strategies for the next five years.

The lack of progress was attributed to lack of political will, traditional attitudes and customs, and legal and legislative restraints. It was also felt that women lacked the relevant education and training to take advantage of opportunities that had been created, and did not participate sufficiently in the political and decision-making processes of their countries to bring about effective changes.

The need for improving the situation of rural women, the need for major changes in attitudes towards women, and the need for more adequate data collection, research, and analysis of the situation of women were universal demands. The role of the media in fostering stereotyped images of men and women was a cause for concern, as was the need for a more equitable sharing of family responsibilities.

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80-43571

REGIONAL PREPARATORY MEETINGS HELD LAST YEAR FOR 1980 WORLD CONFERENCE

European region:	Paris, France	9 - 12 July
Asian and Pacific region:	New Delhi, India	5 - 10 November
Latin American and Caribbean region:	Macuto, Venezuela	12 - 16 November
African region:	Lusaka, Zambia	3 - 7 December
Western Asian region:	Damascus, Syria	10 - 13 December

Each meeting aimed at assessing the progress, if any, made in that region in improving the situation of women during the past five years, identifying the problems and issues facing women in that region, and determining strategies to solve those problems during the second five years of the United Nations Decade for Women, 1981-85.

TWO NEW ITEMS ON AGENDA FOR 1980 WORLD CONFERENCE

Two new items, on Palestinian women and on women refugees, will be included on the agenda for the 1980 World Conference for Women as a result of decisions taken by the General Assembly of the United Nations during its last session which ended on January 7th.

The item on Palestinian women is entitled: "Effects of Israeli occupation on Palestinian women inside and outside the occupied territories". This will involve a review of the social and economic needs of Palestinian women to be prepared by the United Nations Economic Commission for Western Asia and the Secretariat for the 1980 World Conference for Women. The Conference will also consider special measures for assistant to Palestinian women both within and outside the occupied territories.

The General Assembly also requested that a review of the situation of women refugees the world over be submitted to the 1980 World Conference, along with recommendations concerning measures for assistance to them. The report will be prepared by the Office of the United Nations High Commissioner for Refugees.

IMPROVEMENTS FOR RURAL WOMEN WANTED BY ASIAN AND PACIFIC REGION

The betterment of rural women, who make up the majority of the region's female population, the need for major changes in attitudes towards women, and the urgency of effectively utilizing women in the development process were among the recommendations made by the regional preparatory meeting for Asia and the Pacific held in New Delhi, India.

Besides legal protection against discrimination, economic measures, and employment opportunities that must be provided for women, a total change in attitude towards women and their contribution to society was required, according to the New Delhi meeting. Stress was placed on the need for data collection, research and analysis to reflect a true picture of the situation of women and their contribution to society, especially in establishing the economic significance of traditional occupations of women which were generally considered, erroneously, to be "non-productive".

The meeting expressed concern that women were not being effectively utilized in the development process and decided that to facilitate this at least minimum arrangements for child care must be provided. This, plus family planning, were two associated issues which the meeting felt must be tackled before women could effectively utilize employment opportunities.

The replacement of rural women by technology came under criticism for creating under-employment and unemployment, and delegates felt that women in both rural and urban areas should be mobilized to articulate their needs and demands and to protect themselves against exploitation.

The meeting also recommended that the South Pacific sub-region should hold its own preparatory meeting, as only one country from that area had been able to participate at New Delhi. An "end of the Decade" conference, to be held in 1985, was also recommended by the meeting, and Japan offered to act as host country for it.

"Strategies of development must not stop with guaranteeing equality, but must seek to enable women to make use of them," Neelam Sanjeeva Reedy, President of India, told the meeting. The urgency of improving the condition of women in the region and the need for the political will to give this top priority, were stressed by Lucille Mair, Secretary-General of the 1980 World Conference for Women, in her closing remarks to the meeting.

ADVANCEMENT OF WOMEN LAGGING IN LATIN AMERICA

The lack of progress made in improving the situation of women in the areas of health, education, and employment in Latin America and the Caribbean, was the concern of the Latin American regional preparatory meeting.

The meeting considered that the majority of countries in the region had insufficiently and inadequately implemented the regional plan of action, and there had not been a significant change in the situation of women. A resolution adopted by the meeting noted that women's participation in political, economic, and social life had not significantly increased, especially for women in the lowest socio-economic strata and for women in rural areas.

A series of priority areas for action for Governments, the Economic Commission for Latin America, the United Nations system, and women themselves was recommended by the meeting. This included the rapid implementation of the regional plan of action: the allocation of adequate resources to do this, and a review of national legislation to ensure the equality of men and women in all areas. Regarding employment, the meeting set a priority for generating employment for female heads of families who constituted a high percentage of the region's under-employed and unemployed. It also requested the implementation of training programmes for unskilled women.

Literacy and adult education programmes, especially those aimed at rural women, were requested, as was the promotion of co-education. Free access to health services and specific policies to advance the status of rural women were also set as priorities, as was the improvement of information and statistical services so that the real participation of women in all aspects of national life could be assessed.

In appraising the implementation of the regional plan of action in Latin America, the meeting noted that legislation was impeding the integration of women in development.

Women still represented 60 to 80 per cent of the total illiterate population and were employed in the traditional sectors of the economy such as domestic service and less skilled areas of agriculture. The meeting also noted that women were discriminated against and exploited as regards pay, working conditions, and hiring practices, and that employment opportunities for women were limited by the excessive work load imposed on them by domestic tasks considered to be the exclusive occupation of women. A very low percentage

of women were in the labour force and most of those were unskilled. Health problems in the region were described as alarming, with low life expectancy (which was 17% lower in rural than in urban areas), high mortality rates, and a critical public health situation.

The meeting called for regulation of the use by the mass media of the image of women as a sexual and commercial object. It charged that the mass media tended to reinforce a stereotyped, degrading, and immoral image of women: "to a very considerable extent the communication media, in general basically motivated by the economic interests of the transnational enterprises, have perpetuated the enslavement of women" the report stated.

APARTHEID UNDER ATTACK BY AFRICAN REGION

The women of Africa and the world were called upon to pressure their Governments to sever all political, economic, diplomatic, and military links with the *apartheid* regimes in southern Africa, by the African regional preparatory meeting. The meeting also urged the Security Council of the United Nations to impose an effective oil embargo and comprehensive economic sanctions against South Africa.

The situation in southern Africa epitomized the antithesis to the themes of the Decade for Women of equality, development and peace, said Lucille Mair, Secretary-General for the 1980 World Conference for Women, while addressing the regional meeting. Special attention must be paid to the women of southern Africa, who were on the one hand considered superfluous appendages to their husbands and yet had not hesitated to confront the ideology of white supremacy and had been in the forefront of the liberation struggle. It was a tribute to their spirit that the question of the effect of *apartheid* on women had been included on the agenda of the 1980 World Conference, she said.

The meeting also condemned the practice of female genital mutilation (including Pharaonic circumcision) which is widespread in a number of African countries, and called for the mobilization of information and health education programmes on the harmful medical and social consequences of the practice. At the same time it condemned international campaigns that did not take into account the complexity of African reality, noting that traditional practices constituted an important element of African culture.

For women in Africa, 1976 to 1980 had been a period of experimentation, trial and error, according to the meeting's review of the implementation of the regional plan of action. In most countries women were not involved in the development process, they continued to be ignored by policy makers, and technology had been a mixed blessing for them. The main obstacles to the economic advancement of women in the area appeared to be lack of relevant education and training, traditional attitudes which stereotyped roles for women and men, and women's lack of credit facilities.

Fewer than half the girls of school age in Africa were in school, and the majority of illiterates were women. Africa had the world's highest death rates for women and children, and the highest fertility rate, the majority of pregnant women did not receive prenatal care, and malnutrition was widespread among women. Most Governments had initiated programmes to improve the situation of women and to achieve the minimal objectives of the World Plan of Action. However the unavailability of data on the situation of women since 1975 had made in exceedingly difficult to monitor progress.

With regard to the social and legal status of women, it was noted that there were conflicts affecting women between custom and law, that traditional values affected women's acceptance of certain new practices, and that few women had access to legal information or fully understood their rights under law. Attitudinal barriers also affected full political participation of women.

The meeting concluded that there was no direct correlation between the economic contribution of women and their status in society, and that women were generally confined to traditional sectors of the economy with very little access to wage employment. Despite legislative changes, women had not achieved social equality.

ASSISTANCE FOR PALESTINIAN WOMEN CONCERNS WESTERN ASIAN REGION

A study by the United Nations identifying the needs of Palestinian women inside and outside the occupied territories, and the formulation of appropriate programmes for these women, was requested by the regional preparatory meeting for Western Asia. The meeting also adopted a programme of special measures for assistance to Palestinian women.

In her speech to the meeting, Lucille Mair, Secretary-General of the 1980 World Conference for Women, noted that the situation of Palestinian women was especially affected by the political crises and conflicts that constantly threatened the peace of the region. The addition of an item on the agenda of the 1980 Copenhagen Conference on the situation of Palestinian women ensured the continuation of international commitment to their cause, she said.

The meeting called for another international conference in 1985 to evaluate the progress made during the Decade for Women, and recommended the holding of international and regional seminars on the effects on the social and economic conditions of women by their participation in political action and liberation movements. It also requested the United Nations to provide assistance to Lebanese women, particularly those in southern Lebanon.

In reviewing the progress made in the region in integrating women in development, the meeting noted that progress had been made in education, health, and family care and services. However accomplishments did not match declarations of national policy. Progress was hindered by lack of political will, by traditional customs in conservative societies, and by legislation in most countries.

The increase of women in the labour force was the least satisfactory achievement averaging about 5.5% of the total non-agricultural labour force. In some countries three separate employment markets existed: one for men, one for women, and one for both men and women.

Of special concern to the meeting was the lack of data available, particularly in the health area, which classified information according to sex.

The conference adopted a detailed and wide-ranging regional programme of action for the second five years of the Decade, which established as a priority, training programmes for women that emphasized income-generating skills and knowledge. Organizing machinery to plan and execute women's programmes was also considered a priority, as was the expansion of women's participation in political and public activities. Emphasis was placed on the need to develop the skills of rural women, and on the creation of an intellectual and cultural environment conducive to the participation of women in development.

UN ADOPTS CONVENTION BARRING DISCRIMINATION AGAINST WOMEN

A Convention on the Elimination of all forms of discrimination against women was adopted by the General Assembly of the United Nations on 18 December and is now open to all Governments for signature, ratification, or accession. Ratification by 20 States is required to bring the Convention into effect.

The six-part, 30 article Convention defined discrimination against women as being "any distinction, exclusion, or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other fields".

The Convention covered measures to be taken by States to eliminate discrimination in various fields, including political and public life, the right to nationality, education, employment, health, marriage, and family. The rights of rural women were given special attention, as were the elimination of stereotypes and the suppression of prostitution.

Among the specific duties required of States party to the Convention is legislative action against laws, regulations, customs, and practices which discriminate against women. States are required to modify social and cultural patterns of conduct based on the idea of the inferiority or superiority of either sex or on stereotyped roles for men and women.

The Convention binds States to ensure that men and women have the same right to freely choose a spouse and to enter into marriage only with their free and full consent, the same rights and responsibilities during marriage and at its dissolution, and equal rights as parents including the right to decide on the number and spacing of children.

Regarding education, States are required to give women equal access to educational establishments and to the same curricula as men. The Convention establishes the right to work as an inalienable right of all human beings. It requires States to give women equal rights to employment opportunities, to equal remuneration, promotion, and job security. States are bound to prohibit the dismissal of women on the grounds of pregnancy, to introduce maternity leave with pay, and to encourage development of child care facilities.

UN COMMISSION ON THE STATUS OF WOMEN

28th Session: Vienna, Austria, 25 February - 5 March

SELECTED DOCUMENTATION CONCERNING PREPARATIONS FOR 1980 WORLD CONFERENCE

Review and appraisal of progress achieved in the implementation of the World Plan of Action:

- National planning, national machinery and legislation	E/CN.6/622
- Women and development and international conferences	E/CN.6/624
- Employment	E/CN.6/635
- Political participation, international co-operation and the strengthening of international peace	E/CN.6/636
- Health	E/CN.6/637
- Education	E/CN.6/638 and A/34/577

Programme of Action for the Second half of the Decade: Equality, Development and Peace	E/CN.6/623
Question of elaborating a Draft Declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination	E/CN.6/626
Influence of the mass communication media on attitudes towards the roles of women and men in present-day society	E/CN.6/627

FOR MORE INFORMATION CONTACT: Information Officer
1980 World Conference for Women
DESI/DPI, Room 1061
New York, N.Y. 10017, USA
Tel: (212) 754-6868

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Religious Leaders Consultation on the World Conference of the UN Decade for Women, 1980

May 12, 13, 14, 1980

Rayburn House Office Building
B338, 339, 340
Washington, D.C.

TENTATIVE AGENDA

Monday, May 12

10:00 a.m.	Registration
11:00 - 11:30	Opening Worship
11:30 - 12:30	Keynote Speaker, Koryne Horbal, U.S. Delegate to the United Nations Commission on the Status of Women
12:30 p.m.	Luncheon (Dorothy Söelle) Professor of Theology Union Theological Seminary Role of Religion and Religious Institutions and Women's Struggle for Justice and Wholeness
2:00 - 4:30 p.m.	Theme I - Women and Health (Constantinia S. Rothschild) - International Alberta Parker, M.D., Pediatrician, Consultant for National and International Organizations and Health Programs - United States Small Groups #1
5:00 - 6:30	Reception in the Capitol for the Members of the Congressional Women's Caucus (16 Members of the House and 1 Member of the Senate)
7:00 p.m.	Dinner
7:45 p.m.	Theme II - Women, Employment and Income Generation Helen Kramer, Assistant to International Affairs Director, International Association of Machinists - United States

245 Second St NE Washington DC 20002

Tuesday, May 13

8:00 a.m. — Invitation to the White House (to be confirmed)
Return by buses to Rayburn House Office Building

11:00 a.m. — Theme III - Women and Education
Irene Tinker, Director, Equity Policy Center - International
Bernice Sandler, Director, Project on Status and Education of Women, Association of American Colleges - United States

Small Groups #2

1:00 p.m. — Lunch - Structured Sharing

2:30-5:30 p.m. — Religion and Religious Institutions as Experienced by Women: Liberation and/or Oppression
Shared Leadership:
Nadine Foley, General Councillor
Adrian Dominican Sisters
(Ellen Umansky) Princeton University
(_____)

Small Groups #3

Free Evening

Wednesday, May 14 - at State Department Room #1912

8:15 a.m. — Welcome: U.S. Policy and the Role of the U.S. at Copenhagen; U.S. Preparations for Copenhagen
Vivian Derryck, Director, Office of the U.S. Secretariat for the World Conference of the U.N. Decade For Women, 1980

Barbara Good, Director, International Women's Programs, State Department

10:00 — Coffee Break

10:30-11:45 — The Second Half of the Decade For Women, 1980-85: Assessment of a Plan of Action for the Religious Community

( ) = awaiting confirmation

FACT SHEET

HISTORY OF THE UN DECADE FOR WOMEN

1975 - Designated International Women's Year by the United Nations.

Jan. 1975 - President Ford created the National Commission on the Observance of International Women's Year "to promote equality between men and women."

Jan. 1975 - Interdepartmental Task Force for International Women's Year established.

Apr. 1975 - Commissioners appointed for the National Commission on the Observance of International Women's Year.

June 1975 - United Nations World Conference for International Women's Year, Mexico City.

Dec. 1975 - United Nations General Assembly adopted resolution establishing 1976-1985 as the Decade for Women "to be devoted to effective and sustained national, regional and international action to implement the World Plan of Action."

Dec. 1975 - Public Law 94-167 signed by President Ford directing the National Commission on the Observance of International Women's Year to convene a National Women's Conference.

June 1976 - The National Commission presented its report "... TO FORM A MORE PERFECT UNION..." to President Ford.

Nov. 1977 - National Women's Conference held in Houston, over 40,000 women attended and over 140,000 participated nationwide.

Mar. 1978 - The International Women's Year Commission submitted its report on the First National Women's Conference, "THE SPIRIT OF HOUSTON" to President Carter.

June 1978 - President Carter created by Executive Order the National Advisory Committee on Women, naming Bella Abzug, Chair.

May 1979 - President Carter created by Executive Order the President's Advisory Committee on Women, naming Lynda Johnson Robb, Chair.

May 1979 - UN Secretariat established for preparation for the World Conference of the UN Decade for Women.

Sept. 1979 - State Department inaugurated preparation for World Conference, 1980 with a day-long conference attended by 800 women.

Nov. 1979 - U.S. Secretariat for the World Conference of the UN Decade for Women officially began operations.

Department Notice

June 14, 1979

TO ALL EMPLOYEES
STATE, AID, USICA, ACDA

This Notice is intended for 3 employees. Please read and pass on, thank you.

Policy On Worldwide Status And Rights Of Women

Following is the text of a joint State/AID/ICA/Peace Corps message sent by Secretary Vance to all overseas posts on May 31, 1979.

"A key objective of U.S. foreign policy is to advance worldwide the status and conditions of women. I believe that special attention should be given this issue as we approach the mid-way point in the United Nations Decade for Women, and the International Year of the Child, and as we prepare for the second Women's World Conference, scheduled to be held in Copenhagen in July 1980.

Despite the many commendable instruments and resolutions on this subject, agreed to by virtually all nations, and despite some encouraging developments in recent years, the fact remains that progress has been too slow. Women continue often to be victimized, their interests and viewpoints overlooked, their educational and job opportunities limited. Physical abuse of women persists to a shocking degree.

Mindful of the vital contribution which women can make to national development, the Congress in 1973 adopted the "Percy Amendment" to the Foreign Assistance Act, which requires that our aid programs encourage and promote the participation of women in the national economies of developing countries. Yet, the world community, to a distressing degree, continues to be deprived of the full participation and talents of that most-overlooked asset of nations: Women. Meanwhile, urbanization and new technologies seem to create more problems for women than for men.

Most effective in dealing with these problems will be the efforts of women themselves, working together nationally and internationally, but they need more active support of leaders, governments, and organizations, if the spirit of internationally approved resolutions is to be translated into effective practice.

I believe that you and your staffs can make a significant contribution through finding appropriate, diplomatic ways of encouraging host countries to be more attentive to this problem. You are in the best position to judge how best this can be done, bearing in mind the laws, regulations, attitudes, and circumstances of the countries where you are assigned. I am sure that you will, nevertheless, be assisted in this regard by having some basic background facts as well as the benefit of knowing what approaches have proved effective in other nations.

In preparing such background facts and suggestions, and in order that we can all benefit from our various ideas and experiences in the field, I ask for your personal reactions and comments by cable within thirty days of receipt of this message."

gist

A quick reference aid on U.S. foreign relations
Not a comprehensive policy statement
BUREAU OF PUBLIC AFFAIRS • DEPARTMENT OF STATE

UN DECADE FOR WOMEN, 1976-1985 June 1979

1. Background: Current global change carries with it a growing concern for human rights, social justice, equal opportunity, human dignity, and peace. The status of women around the world is of increasing concern to all. Although women work largely outside the money economy, they are a vital human resource. However, they are allotted minimal jobs in industry and other occupations, while retaining their traditional responsibility for managing households and rearing children. They do not share equitably in the benefits of development. They constitute about two-thirds of the world's illiterates. They are the victims of discrimination in both developing and industrialized countries.

2. US role: In 1945, the US played a significant role in formulating the UN Charter, reaffirming faith in the equal rights of men and women. US leadership for women's full emancipation was symbolized in 1946 when Eleanor Roosevelt, then US Representative to the UN Human Rights Commission, called for establishment of a special Commission on the Status of Women.

   The main responsibility for integrating women into national economies and improving their living conditions rests with each country. The US, however, plays an important role in encouraging governments to improve the status of women. We are also working through international organizations and programs to improve women's rights. The UN General Assembly is now completing a comprehensive convention on the elimination of discrimination against women, embodying many earlier treaties and UN recommendations.

3. International Women's Year: The UN General Assembly proclaimed 1975 as International Women's Year (IWY) to promote equality between men and women, insure women's involvement in global development, and recognize their contribution to world peace. The US responded to the challenge with a variety of activities, national and international, in support of IWY. The UN World Conference on IWY, held in Mexico City in 1975 and attended by delegates from 133 countries, was the first dedicated to promoting the status of women.

4. World Plan of Action: The most significant document to emerge from the Conference was the unanimously approved World Plan of Action. Its objectives include: substantial increase in female literacy; compulsory primary school education and equal access to education at every level; increased employment opportunities; equal eligibility to vote and seek elective office; greater participation of women in

policymaking positions; recognition of the economic value of women's contributions in such nonpaid activities as work in the home, domestic food production, and marketing; and establishment of governmental machinery in every country to accelerate progress toward equality and integrating women into national life. The World Plan serves as a model for national plans and has prompted UN members to establish national commissions on women. In November 1977, a US National Plan of Action was adopted at the National Women's Conference in Houston.

5. Decade for Women: The UN Decade for Women grew out of IWY. The main task is to keep international attention on implementation of the World Plan. A Mid-Decade World Conference, scheduled for Copenhagen in July 1980, will emphasize employment, health, and education issues and review progress over the last 5 years. UN member countries are being asked to revise their national plans in light of changes since the 1975 Conference. The US has contributed $5 million to a UN Voluntary Fund for the Decade which supports technical cooperation, data collection and research, and projects benefiting rural and poor urban women. The Fund also assists regional centers for women within the UN regional economic commissions and an International Institute for Research and Training for the Advancement of Women, to be headquartered in the Dominican Republic.

6. Women's rights and US foreign policy: Concern for women's rights is now an integral part of US human rights policy. We will continue through bilateral and multilateral diplomacy to promote equal rights and opportunities for women. In 1979, Secretary Vance issued a new foreign policy directive aimed at intensifying US efforts to promote the status, rights, and well-being of women throughout the world. The US also stresses the role of women in development through the Percy amendment to the 1973 Foreign Assistance Act. It states that US foreign aid programs will "encourage and promote the participation of women in the national economies of developing countries, and the improvement of women's status as an important means of promoting the total developmental effort."

Within the Department of State, women's issues are the concern of the Agency Directorate for International Women's Programs. The Directorate gathers and coordinates information on women's issues; assesses the implications of this information for US foreign policy; serves as a link between the US Government and other institutions, both national and international, dealing with women's rights and the status of American women; monitors the US contribution to the UN Voluntary Fund; and maintains liaison with the UN secretariat for the 1980 World Conference. It also works with the UN Commission on the Status of Women, the Organization of American States' Inter-American Commission of Women, nongovernmental organizations accredited to the UN Economic and Social Council, and other private sector groups.

In gay circles, when one says "Copenhagen" people are likely to look up and grin and think "Christine Jorgensen." But women are thinking Copenhagen with much more serious intent these days.

July 14-30th, Copenhagen will be the scene of the mid-decade conference of the International Decade on Women, a U.N. sponsored conference to weigh progress in the past five years and to look to what needs to be done, worldwide, to bring women into the mainstream educationally, medically, and in employment.

In preparation for that Conference, a group of 150 women clergy, denominational representatives, and heads of women's religious orders and organizations were invited to assemble at the House of Representatives in Washington and make direct input to the State Department as to what they perceived the current needs of women to be from the perspective of organized religious groups, and what they thought needed to be done in the next five years.

The Religious Leaders Consultation of the World Conference of the United Nations Decade on Women, 1980, were the guests of the United States Government, we had our credentials and our security clearances checked, and had three days of intensive briefing by major figures from the world of religion, education, health, and employment. For each speaker on the state of things in the United States there was a person to brief us on conditions in developing nations as well.

I had been invited to participate (the entire meeting was by invitation only) and could not really understand for a long time why, for example, one of the Elders or someone far more

important in MCC had not been chosen, but I was grateful and appropriately impressed that I had been the one chosen. As we gathered I found familiar faces in the crowd. Women were there that I had met at the National Council of Churches Commission on Women in Ministry meetings that I had been attending for the last two years representing MCC at the twice yearly meetings. There were also women I had met and worked with (clandestinely) at "Journey to Freedom - Lesbian, Feminist and Christian" a conference we had put together at Kirkridge, Pennsylvania two summers ago. But why was I invited to this meeting?

As the speakers began to describe the lack of progress women had made in the past five years, I began to get a better idea of why I was there. I was there for the same reason all the other women were there. We were there because we were women religious leaders who care about the status of women in our various denominations. We were women who cared enough to sit through three grueling days of as many as 8 major one-hour speeches on the current status of women and not become impatient as we heard over and over again the depressing news that not only had not much progress been made, but in almost every area women have lost ground in the past five years.

Certainly the most interesting speaker of the entire group was Elisabeth Schussler-Fiorenza, a Catholic theologian from Notre Dame Seminary at Hyattsville, Maryland. Schussler-Fiorenza knows about MCC; we had time to talk after one of the speeches, and she said to me "Someone told me that I need to meet with your people and talk with them about liberation theology. They told me we would get along." She spoke to us about the role of

religion and religious institutions in women's struggle for justice and wholeness. Probably the most amusing part of her speech was her description of Anita Bryant (then still married to Bob Green) waiting at the door for her husband to come home and telling herself "Jesus is coming home to me, now." None of us will forget Schussler-Fiorenza's angry German accent as she hissed "That's IDOLATRY of the worst kind!" For those of us who have pleaded for language in the church that reflects God's male and female creation, Schussler-Fiorenza's talk was a rallying cry for us to keep working.

Another moving point was when the Black director of the Conference on the City at Riverside Church in New York spoke on the meaning that the Christian faith has had for Black men and women, the comfort and the hope, and the strength to work against oppression that her people have gained from their deeply held Christian beliefs. Then I knew one of the reasons I was there -- because as that discussion opened up for participation, I, too, could stand and speak for those of us in MCC and in the gay denominational caucuses and speak to the women who were part of the conference and tell them, too, that gay people were learning and had learned from our Black brothers and sisters, that the Christian faith does, indeed, give strength for us to work against opression -- only in our case, the oppression comes from within the church far too much of the time. I recognized that among the people who had been the inviters there were gay women, who because of their prominence in major denominations could not say some of the things that I as the openly gay and unafraid participant could say -- and those who knew me knew that I would say -- to the women assembled there.

Certainly the information given us was frightening. All of us were a little startled when Congresswoman Lindy Boggs told us that Congress had been approached by a group of scientists who were ready to patent a new form of life which they had created in the laboratory. The bioethicists among the group had much to say to Congresswoman Boggs from their special area of expertise, and we listened both fascinated and maybe even a little terrified that humanity was going to have to deal with the ethics of new life, when we had never really begun to deal ethically we our fellow humans who were so much like us, but who, because of minor differences of skin color, language, or sexuality were sorely oppressed.

We were totally impressed with the candor and expertise of Koryne Horbal, the U.S. Delegate to the United Nations Commission on the Status of Women. Horbal is a woman with a 12th grade education, who came out of a small town in the midwest and who now is one of the most important women in world political circles -- who manages a career, a family, a work schedule that would kill most people, and whose family is willing to part with her nearly six months of the year while she is in either New York or overseas representing the United States. Horbal is down-to-earth, simple, and yet enormously effective. She knows international politics and works effectively. Her ability to deal with hot issues was most impressive, especially when she explained the ways in which countermeasures were being formulated for dealing with U.N. member nations who were prepared to subvert the women's conference at Copenhagen in order to use it as a test area for their fall offensives at the U.N. itself, in order

to deal with questions like the Russian movement into Afghanistan, the Palistinian refugee problem, and the Iranian question -- all of these important on a worldwide basis, but having little or nothing to do with the needs of women in the areas of health, education and employment -- which was the reason the conference had been called. We were receiving an education in international politics and how it is played, and we listened hard and we learned. For many of us who are sheltered in the loving arms of the church, this was an eye-opening glimpse of where women are going and how a lot of well-prepared women are planning to get there.

Probably the star of the show was Jennefer Sebstad, Research Associate for the International Center for Research on Women. Sebstad had facts and figures that opened our eyes -- real consciousness "razors."

> 50% of graduate degrees go to women; 5% of college professorships are held by women.
>
> 97% of all women who work (55% of the total workforce) still work in clerical and service fields. 35% of the men who work work in managerial or professional fields.
>
> A male highschool dropout makes more annually than a woman with a college education.
>
> The spread for men's and women's wages is greatest in Christian nations. In underdeveloped lands, where women work they make very nearly what men make or even a little more (both make very little.) In Socialist nations both earn at nearly the same level. In Christian nations men earn nearly twice what women do.
>
> In the United States women make 59¢ on the dollar what men earn.

The next day, my table partner, a tiny grey-haired Quaker who was head of a Quaker College on Long Island came in wearing a large button that just said, "59¢."

We talked together -- Jewish, Catholic and Protestant women -- talked about our professional lives as women, about

overcoming oppression within the church. Our Jewish sister, Ellen Umansky, Professor of Religion at Princeton University, talked of the fight Jewish women are making for ordination to the Rabinate in Conservative Judaism, and the opposition of the men within their faith; Nadine Foley, General Councillor of the Adrian Dominican Sisters spoke about the years of struggle Catholic women religious (nuns) have had to be recognized as equal with priests. Many like Sr. Nadine hold Ph.D.'s, are heads of religious orders, are the presidents of major universities or directors of hospitals, but because they are women must answer to parish priests who have less than half their qualifications. She told the story of the Dominicans having done something that displeased the Pope and his unwillingness to come directly to her with it as head of the order, and going to the General Councillor of the male Dominicans, asking him to speak to Sr. Nadine. As she pointed out, she had never had any contact with the male Dominicans, they held nothing in common except their basic Catholic faith, but the Pope would not deal with her because she was a woman.

My table mates, most of whom knew something about MCC, asked me that day, "What about women in MCC? How many of your ministers are now women?" And I remember my feeling of pride as I said "Nearly half of our ministers are women. Four of our seven elders are women. Our founding church has an American Indian woman as its pastor. The number of black and ethnic women ministers is growing in our churches," and it was good to be able to share with them our very real progress toward equality in MCC.

For me, the most important reason for being there was that MCC is being seen as part of mainstream Christianity. We were there with Methodists, Presbyterians, the whole gamut of churches that the National Council of Churches of Christ, USA represents. We were there as an equal participant. We were there because our record of achievement in gaining equality for women is real and meaningful and is respected by women in other churches. There was pain in being there. There were women there who dared not speak out when issues which touched on gay rights did come up -- for example, the question of medicine and the medical community being used to legitimize oppression against women -- as in the case of labeling women schizophrenics who do not fit the mold for docile, obedient women. I did have an opportunity to speak then about the medical community also being used by the religious community to validate its sanctions against gay people. There is nothing about gayness which is an illness, our difference is basically a normal variant, but it is seen as deviant primarily by the religious community which then works with the legal and medical establishments to create sanctions against us by labelling us as sick or by passing laws which bolster religious convictions. In that context, I was heard and people there understood.

Probably the loneliest person there was Letha Scanzoni -- who represented the Evangelical Women's Caucus -- for she was the only feminist from Evangelical circles who thought enough of what women were doing to want to be there. I had an opportunity to personally say thanks for all of us in MCC to her for her book Is the Homosexual my Neighbor?

I came home impatient. Impatient because while we are ordaining more and more women, we still have much to do to make our faith truly representative of both men and women. We haven't really dealt with our language problems in the church -- and that more than any other single issue was brought out by every one of the reactor groups as an important issue for women in their denomination -- to the point where some of the denominations are talking about changing the very name of their denomination to reflect the increased participation of women; for example, the Church of the Brethren is looking for a new name for its denomination to reflect the increasing number of women in denominational executive positions and in its clergy.

I came home with a renewed sense of mission. There is work to be done. I came home with some of the old anger I thought I had worked through -- mainly because of the lost ground, and the fact that if we don't keep on working for progress, we will tend to slide backward. I came home ready to work, and work hard, and to begin to reach out to other women clergy in my own area -- not just MCC women -- but women who need a pat on the back, a hand held out in friendship, and a word of encouragement when they come up against the hierarchies in their own denominations and are given a hard way to go. My way is not as difficult, and from my strength there may be something I can do for the women near me who may just need to hear that kind of strength speaking out to them.

I also came home with more information than I can ever give here, so possibly some of it will be coming out in bits and pieces over a period of time as I get a chance to reflect and understand just what I did learn. I do expect to share Schussler-

Fiorenza's talk with you, for she has given us permission to publish it in the Gay Christian. I also expect to share some of Jennefer Sebstad's facts and figures with you in the "Consciousness Razors" column of In Unity, because I think there are some things about being women that we all need to be aware of -- particularly our hidden oppression.

I'm not really glad I went because I came home disturbed by what I learned, but I am glad I had the opportunity to be there and represent MCC there. I'm grateful for the political education I received at Washington and I hope to share more of that with you later.

Copenhagen will be a meeting to watch -- just as Houston and Mexico City were places for women to watch. I'm glad we have an MCC at Copenhagen, and I hope our sisters there will be able to attend for us. We need to keep ourselves informed on not only our own narrow parochial view of the the world seen through gay eyes, but those of us who are women, or black, or doubly or triply oppressed need to be aware of who we are, who our oppressors are, and how we can counter that oppression. When we do that, it is a sign that we have grown up politically.

As we began the meeting and as we ended it, we shared our common spiritual tradition. We prayed to our One God, we sang our thanks for having come so far, and we asked for guidance on the road ahead. The heads bowed in reverence shared their faith, renewed their hope, and deepened their commitment to God and to all men and women everywhere -- a commitment that grew out of a faith journey all of us were on -- to wholeness and justice for all people everywhere.

Religious Leaders Consultation on the World Conference of the UN Decade for Women, 1980

May 12-14, 1980
Rayburn House Office Building
Washington, D.C.

Common Action-Responses from fifteen (15) Reactor Groups

Recognizing the parallels between racism and sexism and seeking to develop complimentary rather than conflicting strategies for the elimination of racism and sexism we propose the following:

HEALTH

A. Educate our constituencies
- on health delivery;
- on health problems particular to women in the U.S. and in developing countries.
- GENETIC ENGINEERING - MORAL ISSUES

B. Social/Political Action
- Work for national comprehensive health care plan;
- Seek membership on boards of health system agencies;
- Encourage efforts toward health care appropriate to Third World values.

EMPLOYMENT

A. Educate our constituencies
- on situation of women in the U.S. work force;
- on operations of TNC's regarding women;
- on situation of women in developing countries.

B. Social/Political Action
- Support UN efforts toward Code of Ethics for TNC's;
- Encourage quality Infant and Child Day Care in the public, private and religious sector;
- Support alternative work patterns and schedules;
- Promote responsible corporate investment policies in the religious community.
- Support organizing efforts
- Promote equal credit for women

EDUCATION

A. Analyze
- educational systems, private (religious) and public, in domestic and international arenas;
- Churches' involvement in education mission overseas;
- relevance of learning materials and educational programs to life experiences and expectations world-wide;
- textbooks and sexist language.
- ~~or~~ women's history
- schools as providers of health care
- employment opptys = traing and/or educt. opptys

sexuality education
Political education

245 Second St NE Washington DC 20002

B. Social/Political Action

- Support alternative functional forms of education world-wide;
- Support the use of strategy-action model of education with the grassroots - i.e. 1) experience 2) think it through 3) organize for action.
- Train and organize women for decision-making roles.
- legal struggles for affirmative action

WOMEN and RELIGION

A. Education

- continue to analyze roles of women within religious institutions;
- educate male hierarchy regarding issues at the UN Conference.

B. Social/Political Action

- HELP WOMEN CLAIM PERSONHOOD
- Feminist theologizing; recapture history of women
- Sharing resources;
- Eliminate sexist language in Church and Synagogue;
- Seek to eliminate all forms of oppression within Church and Synagogue;
- Challenge our faith groups to respond more fully to the Biblical call to justice.
- Overcome the notion that religion is only a private relationship between a person and God.

COPENHAGEN

1. Encourage U.S. ratification of the Convention on Discrimination Against Women. Also other conventions. U.S. voted against Panama

2. Promote study of proposed plan of action and contact delegates with evaluation and recommendations from religious communities.

3. Seek to prepare media for proper coverage at Copenhagen of the substantive issues - Health, Education, Employment.

4. Post-Copenhagen Conference for religious communities' follow-up.

FUNDS

1. Explore use of Voluntary Fund for religious communities' development projects.

2. Reorder budget priorities in churches, synagogues and government to emphasize human needs.

Listen to women from other self/directed ~~person~~ countries, esp of 3rd World.

Trilateral Commission (Trialogue)
Educators
Heads of State (+100)
Multinationals Corps.

Meeting in Washington, D.C., May 12, 13, 14, 1980, the Religious Leaders' Consultation on the World Conference of the United Nations Decade for Women, 1980, records commitment to the human rights of persons everywhere.

Some governments and groups have used the Decade program of action to take positions in relation to their national interests. We deplore the rhetoric, time and energy which focuses on achieving political aims at the expense of universal concerns of women. These political efforts divert attention from the substantive issues of the World Conference; namely, Health, Employment, Education.

We urge religious leaders and other non-governmental representatives and citizens to share with the media and with their own constituents in the United States and other countries the importance of these substantive issues to all women. We pledge ourselves to work for the interests of women round the world.

Religious Leaders Consultation
on the
World Conference of the UN Decade for Women, 1980

May 12-14, 1980

Rayburn House Office Building

Washington, D.C.

A G E N D A

Monday, May 12

10:00-11:00 a.m.	Registration	RHOB, B338
11:00-11:30 a.m.	Welcome Presiding:	Claire Randall, General Secretary National Council of Churches of Christ, USA
	Worship	
	Keynote Speaker:	Koryne Horbal, U.S. Delegate to the United Nations Commission on the Status of Women
12:30 p.m.	Lunch Presiding:	RHOB 339-340 Letha Scanzoni, Program Chair of Evangelical Women's Caucus
	Speaker:	Elisabeth Schüssler Fiorenza Associate Professor of Theology University of Notre Dame, Indiana "The Role of Religion and Religious Institutions in Women's Struggle for Justice and Wholeness"
2:00-3:15 p.m.	Theme I Presiding:	Women and Health RHOB 2318 Betty Shapiro, Past President B'nai B'rith Women, International
	Speakers:	Alberta Parker, Pediatrician and Consultant for National and International Organizations and Health Programs Barbara Pillsbury, Women in Development Coordinator Asia Bureau, Agency for International Development
3:30-4:30 p.m.	Session I	Reactor Groups: Groups 1-10 RHOB 2318 Groups 11-15 RHOB 2257
	Introduction to the Process:	Maria Riley, O.P. Center of Concern Judith Hertz National Federation of Temple Sisterhoods
5:00-6:30 p.m.	Reception for the Congresswomen's Caucus Capitol Room EF 100	

7:00 p.m.	Dinner	RHOB, B339-340
	Presiding:	Lupe Anguiano, President National Women's Employment and Education, Inc.
	Theme II	Women and Employment-Income Generation
	Speakers:	Helen Kramer, Assistant Director of International Affairs International Association of Machinists and Aerospace Workers
		Jennefer Sebstad, Research Associate International Center for Research on Women
	Session II	Reactor Groups - at the dinner tables

Tuesday, May 13

9:00 a.m.	Congresswomen's Caucus	RHOB, 2168 A,B
	Speaker:	Congresswoman Lindy Boggs (D-LA)
10:15 a.m.	Theme III	Women and Education RHOB 2168, A,B
	Presiding:	Elizabeth Carroll, RSM, Vice President Sisters of Mercy, Pittsburgh
	Speakers:	Irene Tinker, Director, Equity Policy Center
		Bernice Sandler, Director, Project on Status and Education of Women, Association of American Colleges
	Session III	Reactor Groups: Groups 1-9 RHOB B338 Groups 10-15 RHOB Gold Room 2168, A,B
1:15 p.m.	Lunch	RHOB, B339-340
	Presiding:	Frederick Wertz, President, Board of Global Ministries United Methodist Church
2:30-4:00 p.m.	Symposium:	RHOB Gold Room 2168, A,B "Religion and Religious Institutions as Experienced by Women: Liberation And/Or Oppression"
	Presiding:	Joan Martin, Staff Director, Justice For Women National Council of Churches of Christ, USA
	Speakers:	Nadine Foley, General Councillor, Adrian Dominican Sisters
		Ellen Umansky, Professor, Department of Religion Princeton University
		Valerie Russell, Director, Conference on the City, Riverside Church, New York
4:00-5:30	Session IV	Reactor Groups: Groups 1-9 RHOB, B338 Groups 10-15 RHOB Gold Room 2168, A,B

FREE EVENING

Wednesday, May 14 — State Department, Room #1912

8:30 a.m.	"U.S. Policy and the Role of the U.S. in Copenhagen"	
	Presiding:	Thelma Adair, President Elect, Church Women United
	Speakers:	Vivian Derryck, Director, Office of the U.S. Secretariat for the World Conference of the UN Decade For Women, 1980
		Barbara Good, Director, International Women's Programs International Organizations, Department of State
10:00 a.m.	Coffee Break	
10:30-11:30	The Second Half of the Decade For Women, 1980-85	
	Presiding:	Maria Riley, O.P. Judith Hertz
11:30-11:45	Closing Affirmations	

Everything you wanted to know about **Why Women are Angry***

but were afraid to ask

The glory of a man is knowledge, but the glory of a woman is to renounce knowledge.
--Chinese proverb

Whenever a woman dies there is one less quarrel on earth.
--German proverb

Do not trust a good woman and keep away from a bad one.
--Portugese proverb

I thank thee, O Lord, that Thou hast not created me a woman.
--Daily Orthodox Jewish Prayer

There is a good principle that created order, light and man, and an evil principle that created chaos, darkness and woman.
--Pythagoras

When a woman thinks... she thinks evil. --Seneca

And the rib, which the Lord had taken from man, made He woman and brought her unto man. And Adam said, This is now bone of my bone and flesh of my flesh; she shall be called Woman because she was taken out of Man.
--Genesis 2:22-23

How can he be clean that is born of a woman? --Job 4:4

If thy wife does not obey thee at a signal and a glance, separate from her. --Sirach 25:26

Suffer women once to arrive at an equality with you, and they from that moment become your superiors.
--Cato the Elder, 195 BC

Let the women learn in silence with all subjection...I suffer not a woman to usurp authority over men, but to be in silence.
--St. Paul

God greated Adam lord of all living creatures, but Eve spoiled it all. --Martin Luther

All witchcraft comes from Lust, which is in women insatiable.
--Kramer and Sprenger, Inquisitors (c. 1486)

The whole education of women ought to be relative to men. To please them, to be useful to them, to make themselves loved and honored by them, to educate them when young, to care for them when grown, to counsel them, to console them,

and to make life sweet and agreeable to them -- these are the duties of women at all times and what should be taught them from their infancy.
--Jean Jacques Rousseau

A woman is only a woman, but a good cigar is a smoke.
--Rudyard Kipling

I never knew a tolerable woman to be fond of her own sex
--Jonathan Swift

Man for the field and woman for the hearth
Man for the sword and for the needle she
Man with the head and she with the heart
Man to command and woman to obey
All else is confusion.
--Alfred, Lord Tennyson

Nature intended women to be our slaves...they are our property; we are not theirs. What a mad idea to demand equality to women! Women are nothing but machines for producing children.
--Napolean Bonapart

To men a man is but a mind. Who cares for the face he carries or what he wears? But woman's body IS the woman. --Ambrose Bierce

It would be preposterously naive to suggest that a B.A. can be made more attractive to girls than a marriage license.
--Dr. Grayson Kirk
former president of Columbia University

Man's superiority will be shown, not in the fact that he has enslaved his wife, but that he has made her free.
--Eugene Debs

The only position for women in SNCC is prone.
--Stokeley Carmihael

The woman's fundamental status is that of her husband's wife, the mother of his children.

--Talcott Parsons

Women, in general, want to be loved for what they are and men for what they accomplish. The first for their looks and charm, the latter for their actions.

--Theodor Reik

If the feminine abilities were developed to the same degree as those of the male, the woman's maternal organs would suffer and we should has a repulsive and useless hybrid.

P. J. Moebius
German Scientist, 1907

Women are usually more patient in working at unexciting repetitive tasks...I believe women are designed to get more pleasure out of life when they are not aggressive. To put it another way, I think that when women are encouraged to be competitive too many of them become disagreeable.

-- Dr. Benjamin Spock

Women? I guess they ought to exercise "Pussy Fower."

-- Eldridge Cleaver. 1968

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